



Paris, June 7th, 2023

Chairman's 2022 report on the work of the Fondation Air Liquide

Ladies and Gentlemen,

Dear friends of the Fondation Air Liquide,

The highlight of 2022 was of course the Foundation's exceptional solidarity effort to help refugees from the war in Ukraine. We backed 41 nonprofit projects in Poland, Germany, as well as in France, Austria, Romania, Switzerland and Ukraine itself.

More than 70,000 people, most of them women and children, have benefited from these projects, which provide shelter and accommodation, basic necessities, education, psychological support and help in finding work.

They owe much to the commitment of Air Liquide Group employees who evaluated and monitored each project, to exceptional funding from Air Liquide SA and, finally, to donations from hundreds of Air Liquide shareholders and employees.

Efforts continued in 2022 in the Foundation's other domains. 4 new basic research projects were funded in 2022, bringing to 25 the total number of research projects we currently back.

16 new grants to access-to-jobs projects for underprivileged constituencies were approved, benefiting several hundred people. This included 2 large multi-annual support schemes.

Finally, we funded 8 solidarity projects across Europe, Africa and Asia.

In total, 69 new projects were awarded grants ranging from €10,000 to €210,000 in 2022. 2022 is close to 2020's record number of projects.

Regarding the way we operate the Foundation, please bear in mind that:

- The vast majority of projects are in Europe, for regulatory reasons.
- The Fondation Air Liquide benefits from the work of Air Liquide teams, at all stages of projects: identification, selection, follow-up and closure.
- For basic research projects, the Foundation relies on Air Liquide Santé International (ALSI) and on Air Liquide SA's experts; for jobs-integration or solidarity projects it works with local Air Liquide operations.

In 2022, Air Liquide launched the "citizen at work" programme for Air Liquide employees to volunteer on projects, which will further facilitate their involvement in the Foundation's projects.

- The Fondation Air Liquide does not serve the commercial interests of Air Liquide. It always works in the general interest, within the framework of its statute book.

And regarding its finances:

- Part of the Air Liquide Foundation's annual resources is used to cover its future commitments, since project grants are released over 1, 2 or 3 years, as projects make progress. Thus the Foundation generates cash, which will bear interest as rates rise.
- As in 2021, 5% of the Foundation's resources were used to finance operating expenses (communication, legal, fundraising costs, etc.); 95% of resources are allocated to projects. The salaries and office expenses of the management team are paid directly by Air Liquide.
- 88% of the Foundation's resources in 2022 came from its founding companies, ALSA and ALSI; 12% came from donors, both Air Liquide shareholders and employees; the contribution from donors was close to 25% on the "Ukraine" programme alone.

.../...

Furthermore, at the end of 2022, the Foundation's Board validated the course for the next 5 years.

For the Foundation, this means drawing on the experience of 500 projects, based on tried and tested working methods, and bringing Air Liquide expertise to projects whenever possible.

Antibiotic-resistant pulmonary bacterial infections and viral aggressions will be priorities for basic research.

The Foundation will ramp up its support of projects to help people who are far from the jobs market to build a successful professional future for themselves.

In times of crisis, it will express our solidarity with the most vulnerable. Wherever there are Air Liquide teams, it will be able to provide effective support.

Finally, the Foundation will strive to offer its donors new opportunities to support high-quality projects with additional impact from Air Liquide's contribution.

A very good example of such Air Liquide contribution to a Fondation Air Liquide project is with Arès in France, who get adults into stable jobs by offering them transitional work experience: Arès benefits from the Group's safety expertise, so as to significantly reduce its number of accidents and teach beneficiaries that looking after one's personal integrity, and that of one's team, is a priority at work.

Change of Managing Director

In September 2022, Bruno Leprince-Ringuet, the Foundation's Managing Director, retired after 5 years of excellent work which saw strong development of the Foundation. The Board approved his replacement by Xavier Rigolot, Doctor of Pharmacy, who brings with him a wealth of international experience acquired within the Air Liquide Group.

.../...

I would like to most warmly thank, for their commitment and professionalism, the Foundation's team, all Air Liquide employees involved in projects, the Foundation's "project selection committees" - the "communities committee" held 17 *ad hoc* meetings in 2022! - and, of course, the many donors who backed us last year.

Indeed, we are all proud of our collective reaction in March 2022 to the outbreak of Ukraine's refugee crisis that showed how much we can achieve together.

Yours faithfully,

A handwritten signature in black ink, appearing to be 'J. de Royere', with a long horizontal stroke extending to the right.

Jean-Marc de Royere
Chairman, Fondation Air Liquide