



2022 ESG REPORT

KALRAY

June 2023

www.kalrayinc.com

THE CEO'S VISION



“At Kalray, we believe that it is our mission to collaborate to build a better world, for our employees, for our customers, for our shareholders, for all of us. We are actively participating in shaping a future that is both prosperous and sustainable.

In 2021, we initiated a CSR process and carried out a first carbon footprint. In 2022, we have continued our effort, with the following key objectives:

- To offer our teams and future employees a healthy, safe, and stimulating working environment. Our wealth is our teams; their involvement, expertise, energy, and passion to innovate and always offer the best products and solutions. The quality of life at work and the motivation and involvement of our teams are therefore fundamental pillars of our success.*
- Taking stock of our greenhouse gas emissions; controlling, limiting, and evaluating our impacts, and preserving our environment and our planet.*
- To be exemplary in our compliance with national and international regulations and to guarantee our reliability and ethics to stakeholders.*

In the coming years, we will continue raising awareness among our employees and making changes to reach these objectives. This transformation is everyone's business, all the women and men who, through their dedication, energy, and creativity, have brought Kalray to where it is today and who, through their commitment, are driving the company towards sustainability.

Together, let's commit to a better and more sustainable world.”

Eric BAISSUS
CEO, Kalray



KALRAY IN A NUTSHELL

Intelligent Data Processing from Cloud to Edge



Kalray offers a new type of **processor** (DPU¹) and **solutions** that meet the demands of **data-intensive applications** and next generation **data centers**

LEADER IN MANYCORE DPU TECHNOLOGY

3rd

Generation of MPPA[®] processor

+ €180m

R&D investment

30

Patent families

A GLOBAL PRESENCE



+200

People - a uniquely talented team

LEADING CUSTOMERS & PARTNERS



INDUSTRIAL INVESTORS



A FAST-GROWING LISTED COMPANY



⁽¹⁾ DPU : Data Processing Unit

2022 GENERAL INDICATORS



**GENERAL
INFORMATION**



SOCIAL



**GOVERNANCE &
SHAREHOLDER
STRUCTURE**



ENVIRONMENT

GENERAL INDICATORS

General Information



GENERAL INFORMATION

- Code NACE: 2611Z
- Siret: 507 620 557 00045
- Consolidate revenue in 2022: 16 414 000 €



GENERAL INDICATORS

Governance & Shareholder Structure



GOVERNANCE & SHAREHOLDER STRUCTURE

- Applying to Middlednext Code
- Separation of the functions between chairman and CEO
- 3 independent board members at the supervisory board (out of 9)
- Audit committee
- The biggest shareholder represents 6,24% in 2022 (8,6 % in 2021)
- Executive board: 7 members



SOCIAL INDICATORS



SOCIAL



EMPLOYEE PROFILE

- 95% on a permanent contract
- Turn over: 14%
- 10% women
- Average gap salary between men & women: 0.3%
- 20% of women among the 10 highest salaries
- 37% of employees got job training in 2022
- 9 different nationalities
- An average of 45% home-work, saving time and energy on commuting

ACHIEVEMENTS

- HR Director arrived in March 2022
- Employee shareholder scheme
- CSE, health insurance, meal vouchers
- Awareness of social inclusion with games, quizzes, and competitions

OTHER INDICATORS

- No work accidents declared
- No absenteeism

ENVIRONMENT INDICATORS



ENVIRONMENT



- Carbon assessment done: Greenhouse gas emissions for 2022 in tCO₂e: *Scope1: 5.1 / Scope2: 5.1 / Scope3: 190*
- Maximizing recycling for IT items and everyday products with different companies



- On-site waste management
- Sustainable use of resources
- Finding closer suppliers



- Support, promote, and reward the use of public transportation, cycling, and carpooling



- Employee training and awareness about the environment and better everyday habits (with quizzes, surveys, games)
- An average of 81% home-working for the global company to save CO₂

All categories

Répartition par catégorie

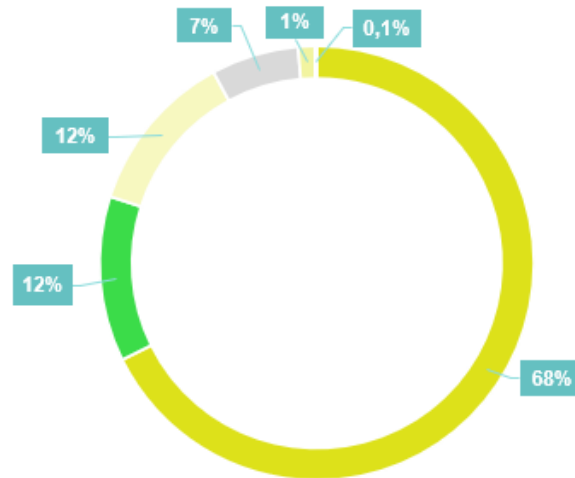


58%	15%	13%	7,4%	5%	2%
Product Purchases	Assets	Services Purchases	Travel and Commute	Digital	Freight

Total Emissions : 0,2 ktCO₂e
Emissions by employee: 15,4 tCO₂e

Travel & commute

Répartition par catégorie

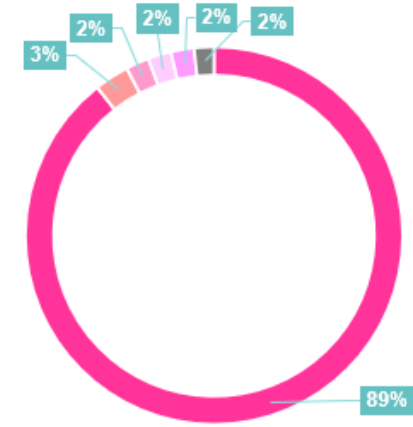


68%	12%	12,0%	7%	1%	0,1%
Business travel (transportation only)	Expense notes (transportation/accommodation/restaurants)	Travel agency	Hotels and other accommodations	Vehicles' maintenance	Vehicles - Short-term rental

Total Emissions : 0,1 ktCO₂e
Emissions by employee: 0,82 tCO₂e

Services

Répartition par catégorie

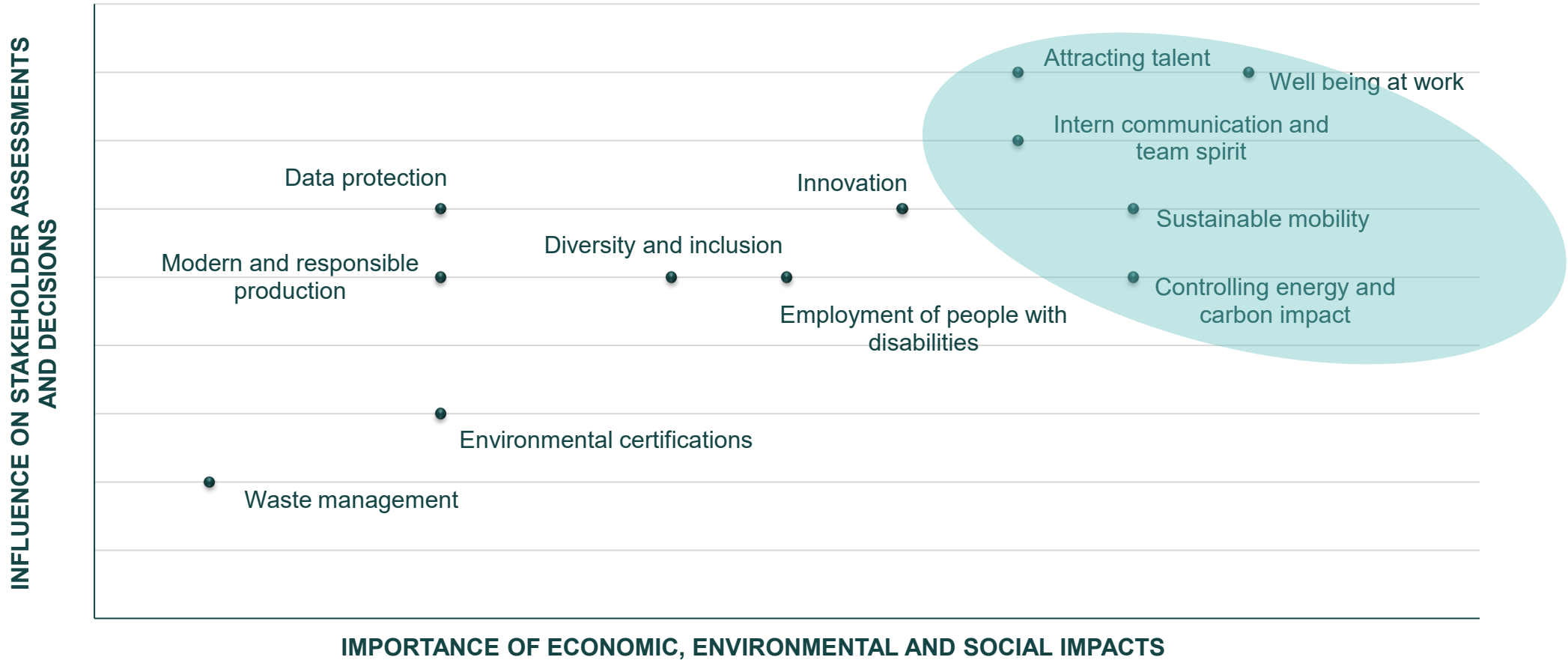


90%	3%	2,0%	2%	2%	2,0%
Professional services	Recruitment fees	Engineers or architects services	Cleaning services	Insurance	*Other fees

Total Emissions : 0,2 ktCO₂e
Emissions by employee: 1,4 tCO₂e

*Other fees include: miscellaneous services, security services, online and offline advertising (diffusion), surveillance services, IT maintenance, Machinery services (maintenance, installation, etc.), Bank fees and services

Materiality Matrix

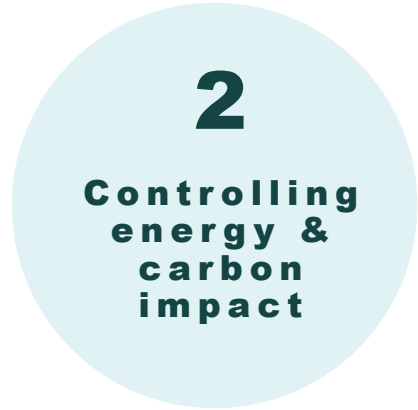


This materiality matrix of ESG issues prioritizes economic, financial, societal and environmental issues in relation to the company's ambition and the expectations of our main stakeholders.

THE SELECTED TOPICS



Using the materiality matrix, we identified the following main topics on which to focus our attention:



KALRAY'S CSR STRATEGY:

- The current aim is not to attempt to work on all the issues simultaneously, but rather to concentrate on a few key issues that require immediate action
- We are tracking indicators to see where we are and to set achievable objectives on a defined time scale

THE DETAIL PLAN AND TRACKING STRATEGY



	Stake	Information to be published	Indicators	Actions to be taken	Current state 2022	1-year target
1	Well-being at work	Recognition from employees	Satisfaction surveys	Employee implication, workshop about quality of life and how to improve	<ul style="list-style-type: none"> Working group created HR available anytime A lot of external and internal events 	Having a different working group every year, improve our events
2	Controlling energy and carbon impact	Carbon footprint	tCO2e / employee	Have a carbon assessment every year	15 tCO2e / employee	14 tCO2e / employee
3	Sustainable mobility within the company	Mobility plan signed	Number of employees coming by bicycle, public transport or carpooling	Communicate more on the mobility plan, encourage employees to find an alternative to driving	Soft ways of transportation used: <ul style="list-style-type: none"> Bike Carpooling Public Transports 	Do better
4	Attracting talent		Number of young graduates/trainees hired per year	Participate in more schools Open House events, recruitment forum, increase youth awareness about our technical jobs	Good external communication on media (TV, press, social media...)	
5	Internal communication and team spirit		Number of resignations	<ul style="list-style-type: none"> More social actions Social place 	One event per month with the SEC	More sport & team building activities

NEXT STEPS

Actions planned

- **IMPROVE THE LIFE QUALITY AT WORK**

By promoting home-working, conducting annual appraisal interviews, and continuing to support sports events (running, paddling, skiing, sailboat, etc.)

- **PLAN A CLIMATE FRESCO DESIGN WORKSHOP WITH VOLUNTARY EMPLOYEES**



- **FIND CLOSER AND ECO SUPPLIERS**

- **FURTHER OPTIMIZE OUR WAY TO TRAVEL FOR BUSINESS TRIPS**

By adopting a soft-mobility

- **HELP OUR EMPLOYEES TO REDUCE THEIR FOOTPRINT DURING THEIR COMMUTE**

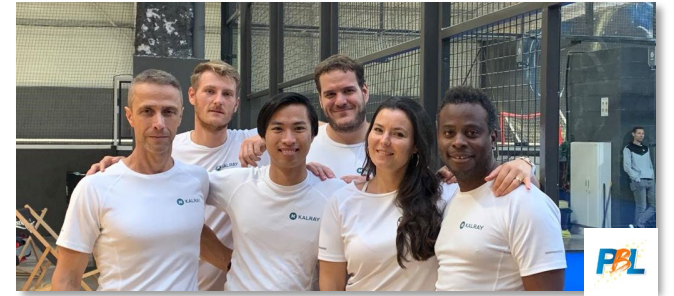
M'pro agreement signed with the region (soft mobility rewarded challenge mobility, bike repair stand)

- **SEND DISABILITY AND ENVIRONMENTAL QUIZZES THROUGHOUT THE YEAR**

- **SEEK FOR ECO-COMPATIBILITY OF BUILDING MATERIALS**

- **COMMUNICATE OUR CARBON ASSESSMENT ON WEBSITES**

(Ademe, greenly, udimec)





FOR A MORE SUSTAINABLE WORLD