

YELLOW TOMORROW



The place

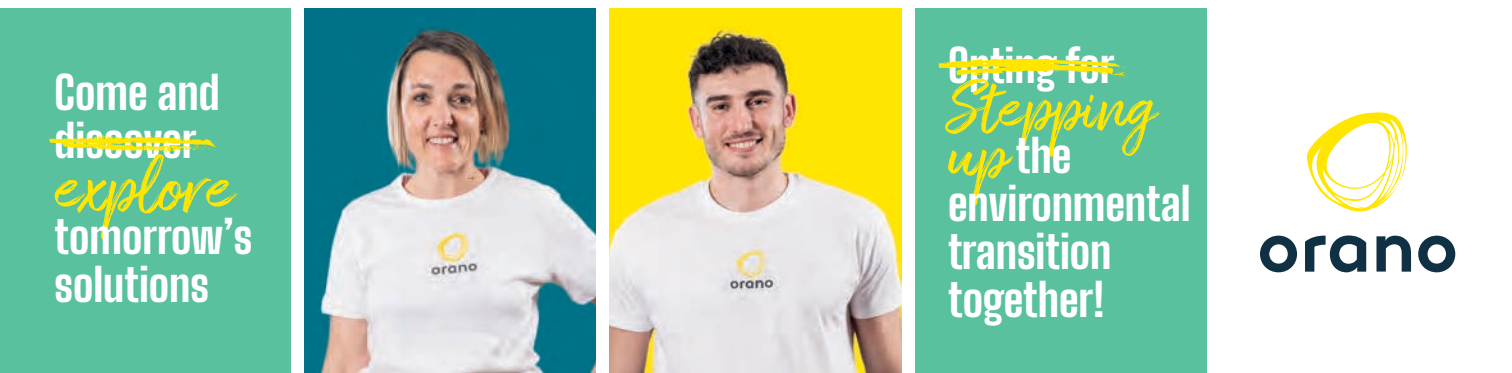


Become ~~an observer~~
a player
of tomorrow's world

to ~~work~~ *be*

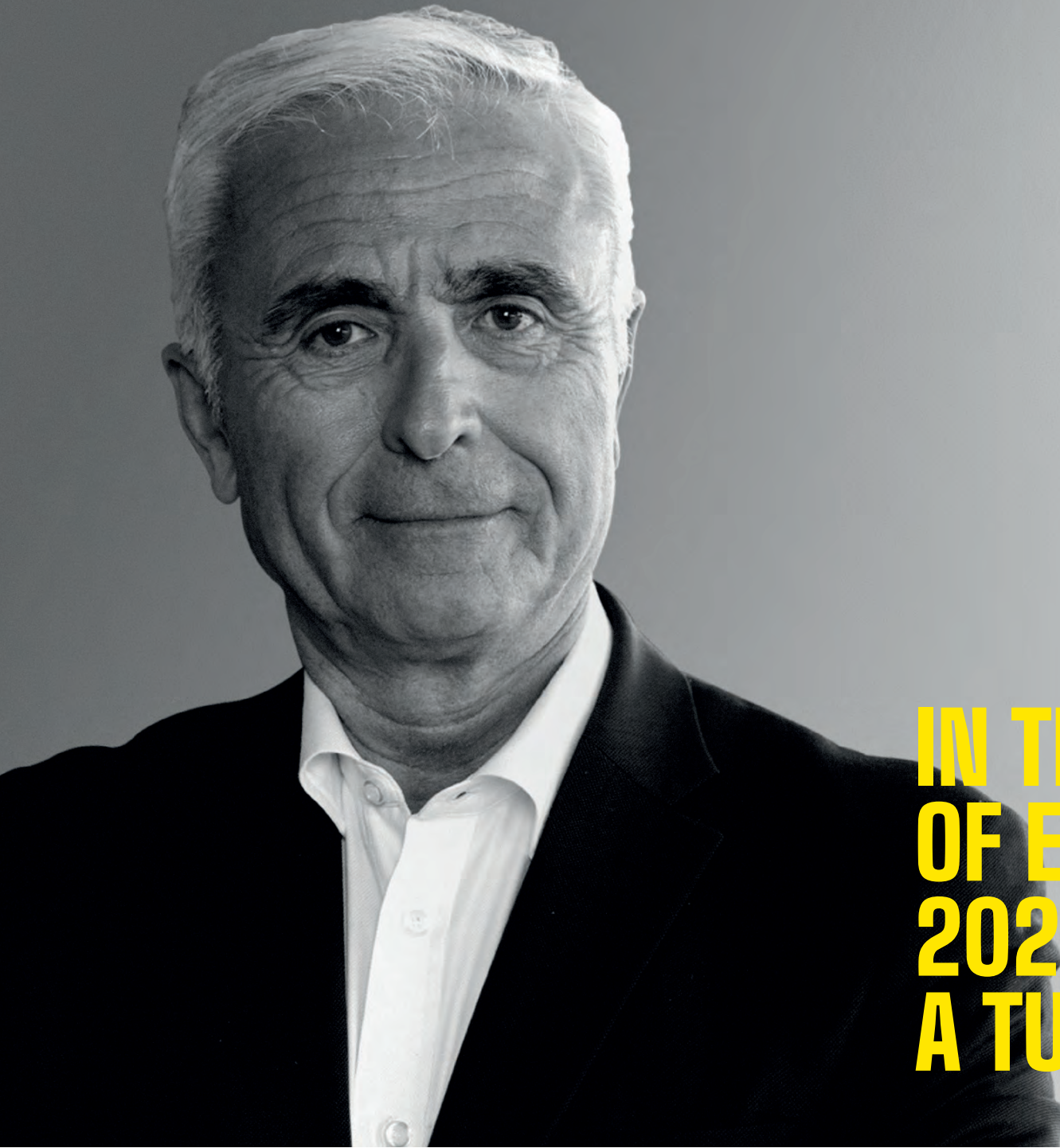


Come and ~~discover~~
explore
tomorrow's solutions



~~Opting for~~
Stepping up
the environmental transition together!





We are currently witnessing a full-on energy revolution the likes of which we have not seen for 50 years. We can no longer ignore the climate crisis and we must act now! The challenge is to decarbonize our society. Electrification is one of the primary levers we can activate to achieve this goal: nuclear energy must play a central role alongside renewable energies.

The war in Ukraine, taking place right on Europe's doorstep, has also highlighted the essential need for countries, and more specifically the European Union, to strengthen their energy sovereignty. We are therefore faced with a dual challenge: fighting climate change and containing global warming to 2°C in accordance with the Paris Agreement. These challenges, coupled with surging energy prices, are forcing us to move the goalposts.

In Europe, the European Commission has now classified the nuclear industry among sustainable investments and many Member States have decided to build new reactors (including the Netherlands, Poland and Sweden) or discontinue their nuclear phase-out policies (Belgium). In France, the Belfort speech delivered by President Macron in early 2022 constituted a turning point, with the announcement of a program to build new nuclear reactors and extend the lifetime of existing ones.

This is great news for the climate, the preservation of resources, the buttressing of a strong industry and for our country's sovereignty. As a forward-looking industry, nuclear energy will continue to help us build our future through the construction of reactors and management of the nuclear fuel cycle, Orano's core business.

**IN TERMS
OF ENERGY,
2022 WILL BE
A TURNING POINT**

Claude Imauven
Chairman of the Board of Directors

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FEATURE INTERVIEW

Fulfilling careers for women at Orano

In a conversation with 7 colleagues, Orano's CEO, Philippe Knoche, speaks about challenges the Group faces in bringing women into the Company. A friendly and insightful encounter.

Global situation

LUZ C. H. — How is Orano facing the various world crises?

PHILIPPE KNOCHE — We are living in turbulent times, every year is marked by exceptional events: the pandemic, the war in Ukraine,



the energy crisis, inflation, and so on. This series of consecutive crises is forcing us to adapt and, above all, build resilience by staying focused on major societal issues like the phase-out of fossil fuels, preservation of resources and medical research. These issues are enshrined in our corporate purpose. Our goal is to provide reliable solutions in response to the challenges of energy sovereignty and climate change.

LUCINE S. — With all these crises going on, is global warming being put on the back burner?

P.K. — In today's complex and changing environment, one thing remains constant: the absolute need to contain global warming. If we continue along the current path, the Paris Agreement target to limit it to below 2°C will not be achieved.



Luz Cely Hostos
Industrialization Manager, Battery Recycling Project,
Mining BU

“Our goal is to provide reliable solutions in response to the challenges of energy sovereignty and climate change.”

We are closer to a 2.5°C trajectory, so we need to act. There is a need to “decarbonize” power generation in order to phase out fossil fuels, while simultaneously making electricity accessible to all. By continuously producing low-carbon electricity, nuclear power is one of the essential solutions.

Hiring

JULIE D. — Now that the nuclear industry has been relaunched, what are Orano's hiring challenges?

P.K. — In 2022, we hired 1,440 people worldwide, including around 1,200 in France. One third of these new profiles are managers and engineers. I am delighted to see an increase in the proportion of young people among our new recruits, whether freshly graduated or coming from internships or work-study experiences with us. In 2023, we will hire 1,500 new employees, including 1,300 in France, as well as around 600 work-study students and 200 interns. We need talent, personalities and profiles from all walks of life to build tomorrow's nuclear industry together. 80% of our jobs are not “pure nuclear” occupations.



Julie Dulieu
Former work-study student at Orano Projects, general
installation engineer for the ATEF project (Orano Med)

ARAY S. — What kind of profiles are you recruiting?

P.K. — We're looking for study, design and engineering people to meet the needs of our engineering subsidiary Orano Projects. We're also hiring maintenance, radiation protection and production technicians, along with IT/data people and project managers for decontaminating and dismantling operations. We have around 250 different occupations spanning multiple areas of activity. At Orano, everyone can find their pathway. And our Vocational Training Schools are there to train employees and help them develop new skills.

LAURA S. — What would you say to a young person wishing to join Orano?

P.K. — Joining Orano is making a commitment to the world of tomorrow. We have a role to play in helping to develop safe and sustainable nuclear activities, protecting the climate and building national and European sovereignty in strategic areas such as energy and industrial independence.

Getting involved in these matters is both a heavy responsibility and a source of great pride for all of us. Looking for meaningful work is a legitimate goal. Orano is the place to be for all those determined to contribute to finding solutions.

Women & Orano

NADÈGE G. — What is Orano doing to foster female employment?

P.K. — Team diversity and professional gender equality are key issues for Orano. This starts with gender equality in the workplace, which is enshrined in agreements signed with all of our labor representatives. As such, we have reduced the average pay gap, for equivalent responsibility, between women and men to 1.1% versus a national average of 9% to the detriment of women. Our aim is to promote women's access to all management roles, the development of their careers and a positive work-life balance. And I personally want to continue to improve our track record in this area!



Aray Selbayeva
Senior Legal Officer, Legal Department, Mining BU

“To the generations of women entering the labor market, I say that Orano offers meaningful careers and that the world of industry is open to them.”

MARION D. — What are your hiring targets for women?

P.K. — Orano's workforce is 23% women, 31% of whom are managers, while women accounted for 25% of permanent hires in 2022, 32% of these entered in management positions. We need to do better. We aim to increase this proportion to 31% of new hires and 39% managers. Like many industrial employers, we have a problem with the recruitment pool. We need to attract more women to the scientific and technical sectors, and this needs to start at primary school level. Young girls are reluctant to choose subjects regarded as “masculine” and, without doubt, have a tendency to underestimate themselves.

LUCINE S. — How can we attract more women to Orano?

P.K. — By giving them meaning! To the generations of women entering the labor market, I say that Orano offers meaningful careers and that the world of industry is open to them. While men are still predominant in key positions, women are making their way at Orano and are determined to move the goalposts. You are an example of this! We encourage talent development through our “Femmes de Talents” [Women of Talent] program, which has provided support to over 270 female managers and engineers. Orano also regularly visits educational establishments from junior high school up to university



Laura Schlentz
Dismantling Studies Engineer, Process Chemistry-
Engineering Studies Network Leader

level. In 2022, over 240 initiatives were carried out in these establishments in the form of job forums. The Group also conducts social media campaigns to raise awareness around the growing proportion of women in industry jobs, break down stereotypes and attract new female hires across all our business sectors at all levels of the organization.

Your ideas

P.K. — I would like to ask you what measures you would recommend for hiring and retaining more women in our Group?

LUZ C. H. — We need to make the mining professions, which are still perceived as very male-dominated, more attractive to women. While 3-4 year expatriation is often seen as a hiatus in your private life, in fact it is a rich experience in professional, personal and cultural terms. Perhaps we could also offer assignments lasting a few months, better suited to family life.

MARION D. — I think social media platforms are a very good channel for presenting our professions to women. I work in maintenance, surrounded by men, I'm very proud of my job and equally proud to talk about it.

P.K. — Social media are an excellent lever - I'm convinced of this. Our TikTok account arouses a lot of interest. We have also created a network of volunteer employee ambassadors on social media called YHELLOW, which includes nearly 300 active contributors. I encourage every employee to be an



ambassador for our Group among their entourage, in schools and on social media.

LUCEINE S. — It is important to show women that they have an entirely legitimate place in industry, especially in the nuclear industry which offers loads of opportunities for development. At engineering school, there were five women and fifty men.

And it's true that when looking for a job, we never encounter a female role model, as the only people who talk to us are men. It doesn't bother me personally, just an observation.

P.K. — Things have improved slightly over the past 30 years, as the average is now 20% women in engineering schools, but this varies considerably depending on the discipline.

LAURA S. — I give classes in dismantling strategy at the École Nationale Supérieure de Chimie in Montpellier and I realize how important it is to have Group employees come and talk about

their jobs in schools... especially if they are women. Instead of orienting their careers towards what are seen as the more attractive sectors, such as cosmetics and agrifood, students are thinking more clearly about nuclear energy.

P.K. — You act as a role model, and that is fundamentally important.

JULIE D. — I work in general installation, a lesser-known profession that also suffers from a lack of training. We really need to develop awareness of this profession in schools.

P.K. — General installation is an essential research and design activity in the execution of nuclear projects. There are indeed few training courses, and when they exist, there are not enough candidates. It's a real issue. We have a partnership with two engineering schools where we provide this course.



Nadège Gimenez
Training Engineering Officer at Training SSC South-East, Tricastin, Chemistry-Enrichment BU

“The nuclear revival heralds a new era in which we need to stand our ground firmly and look boldly to the future.”

NADÈGE G. — In addition to hiring, I think that the integration and mobility of women within the Group are very important drivers of loyalty.

LAURA S. — Yes, you must be able to retain skills and motivate women to stay on. It's not just a question of work-life balance, but also of responsibilities and having a vision of your future within your structure or the Group as a whole. Middle management is an essential link in building employee loyalty.

P.K. — We are moving forward on mobility, via a Group agreement, as well as fostering mobility from operations to engineering, which is a first. I am delighted to know that some of you have experienced mobility within the Group. We strive to optimize the employability of our employees by training them, developing their skills and setting them in motion. But of course, each person must also create the conditions for their own career shifts.



Lucine Seeleuthner
Technical Shutdown Manager, Malvesi, Chemistry-Enrichment BU



Marion Durrieu
Instrumentation and Control Maintenance Technician, La Hague plant, Recycling BU

Our challenges

ARAY S. — What are the upcoming challenges for Orano?

P.K. — The nuclear revival heralds a new era in which we need to stand our ground firmly and look boldly to the future. We need to confirm our sales results, which have far exceeded targets with over €2.5 billion in orders in 2022, while successfully implementing our production programs. There are many challenges at the industrial level.

We must pursue them with the same rigorous standards as ever in terms of safety and security, reliability, eco-responsibility and respect for the environment. Besides building new reactors, the revival of the French nuclear program must also start planning now for sustainable recycling over the ultra-long term, after 2040.

Again in terms of sovereignty, we plan to ramp up uranium enrichment capacities at our Georges Besse 2 plant, which will allow utilities to reduce their dependence on Russia.

MARION D. — You find Orano where you least expect it...

P.K. — Yes, innovation is a core feature of our projects, for which we have built up an ecosystem of cooperation with start-ups to invent disruptive solutions and reinvent our business models for the future. As such, we are adapting our expertise in nuclear materials to new uses such as preventing cancer, recycling electric car batteries, processing, recycling strategic metals and even manufacturing stable isotopes. Some of these applications are in the process of being upscaled to industrial levels, which will enrich the range of services we offer our customers.

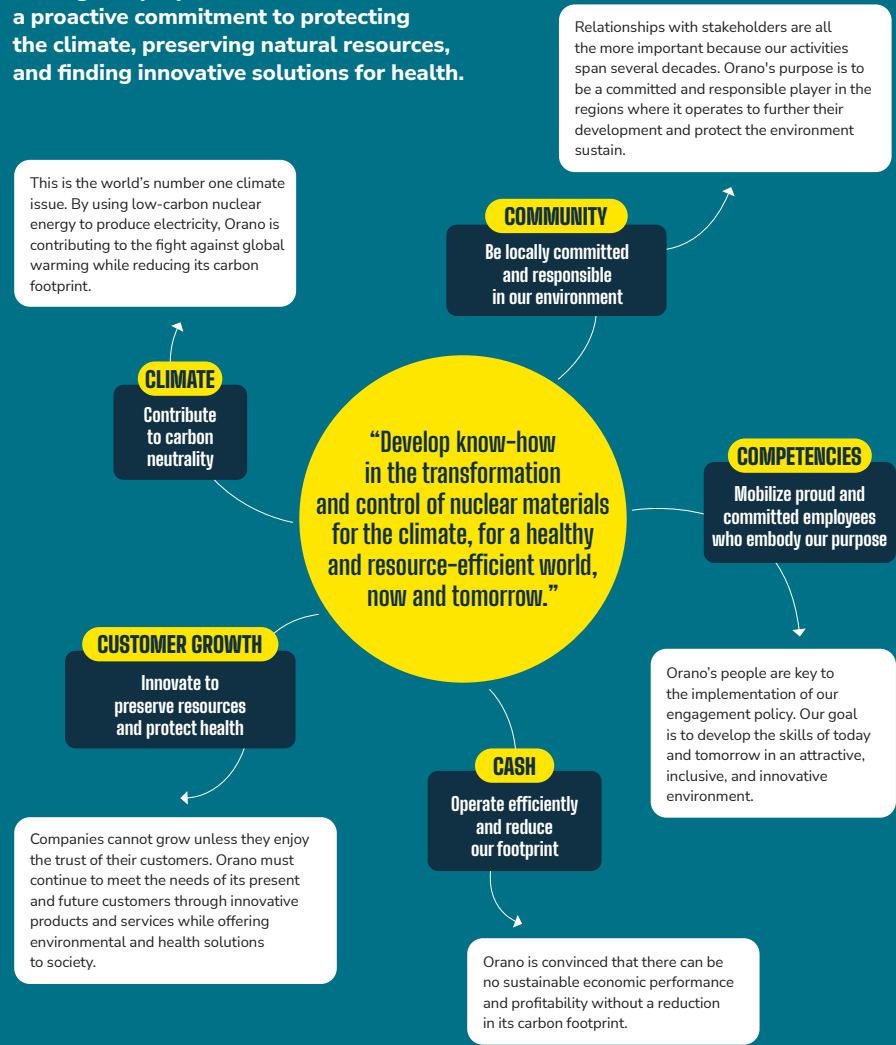
We were right to believe in nuclear power and to be proud of our cutting-edge technologies and our globally unmatched skills and expertise. Nuclear power is a reliable solution for safeguarding our sovereignty and effectively combating climate change. We will show that it is also a resource for the future. ●



PAROLE D'EXPERTS PODCAST
Nuclear power for women

Working for the future of society

Through its purpose, Orano has made a proactive commitment to protecting the climate, preserving natural resources, and finding innovative solutions for health.



Orano is committed to preserving biodiversity

Aware of the crucial importance of protecting biodiversity, Orano drew up and rolled out a Group Biodiversity Strategy in 2022, in line with its climate commitment.

Preserving biodiversity

Orano applies an avoid-reduce-offset approach, for example by avoiding protected areas for mining projects. Ecological diagnostics are systematically performed before launching any project in an area of interest for biodiversity. The goal: to identify any protected species in the area and design the most appropriate impact avoidance or reduction, restoration or offsetting measures.

► In the mining sector, the Group is prohibited from exploring any site located in a high-risk area for biodiversity, in accordance with the reference framework used by UNESCO and the International Union for the Conservation of Nature (categories 1 and 2).

Cohabiting with biodiversity on our sites

Several Orano sites are located near areas of ecological interest or manage the site's own grounds or the surrounding natural area. As such, one of the challenges is to coexist with the surrounding biodiversity by being aware of its value. We implement plans for the differentiated management and elimination of invasive species. An environmental impact study is carried out for each new project, or whenever a major modification to industrial facilities is expected. This is supplemented by regular local audits that use standardized rating methods to monitor and assess the impact of operations on biodiversity.

► Orano has set itself the goal of having recent audits (less than 10 years old) for all sites in operation by the end of 2025, in particular for mining sites.

► Species like the peregrine falcon, which take refuge on some Group sites, are subject to specific monitoring.

Promoting and reporting on local biodiversity

Orano is also committed to promoting local biodiversity among stakeholders, reporting on this topic and raising awareness of the need to protect it among the various parties involved, including on-site employees. Partnerships with NGOs, public authorities and experts are also encouraged to benefit from advice and support measures to promote biodiversity. Orano plans to assess its overall biodiversity footprint in 2023 using the GBS tool developed by Caisse des Dépôts et Consignations Biodiversité. The Group's overall results and those specific to Orano Mining will be analyzed and used to identify the main opportunities to be leveraged.

► At the Orano Malvési site, a project for the environmental enhancement of the former regulation basin has been proposed in partnership with a firm specializing in biodiversity.

► At the Orano la Hague site, offsetting measures are underway to promote the development of outstanding biodiversity, particularly in the Marais Roger area north of the site.



UK to triple nuclear capacity by 2050

A decision taken in line with a new strategy for energy security. As such, the government is targeting

24 GW
by 2050
(versus 7 GW today).



The U.S. gives nuclear energy a boost

The U.S. government has assigned a grant package of more than **USD 4 billion** to develop advanced reactors by supporting start-ups. The goal is clear: regain sovereignty in nuclear energy using the same method that allowed SpaceX to emerge in aerospace and Tesla in the automotive industry.

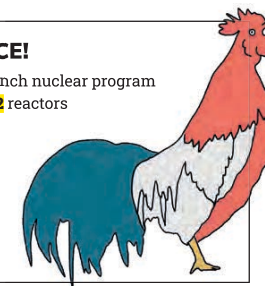
ENERGY SOVEREIGNTY

“ We weren't naive, we were greedy. Because gas was cheap, we bought more and more, agreeing to make ourselves vulnerable. ”

Ursula von der Leyen
President of the European Commission, May 2022

FRANCE: WE'RE STEPPING UP THE PACE!

On March 22, 2023, the National Assembly adopted the French nuclear program acceleration bill providing for the construction of **six EPR2** reactors by 2035 and studies for a further **eight nuclear reactors**. The **50%** cap on the nuclear share of the energy mix up until 2035 was abolished. Let's recall here that the French nuclear revival program also provides for **€1 billion** of investments by 2030 to develop innovative small-scale reactors and extend the lifetime of existing reactors.



Climate change between 2.4 and 2.8°C

According to the United Nations experts' calculations, if policies remain at the current level, climate change could reach **2.8°C** by 2100! The IPCC replied to this in its 6th report published in March 2023: it will reach **3.2°C** in 2100 if the gap persists between CO₂ reduction commitments and reality. We are a long way from the **1.5°C** target adopted by the 2015 Paris Agreement (COP 21).

“ We need to drastically reduce emissions now. And this is an issue that COP 27 did not address. ”
António Guterres,
Secretary General of the United Nations

The news IN BRIEF

A look back at the news, reports, world conferences, and national or European political decisions that impacted the future and people's perceptions of nuclear energy.

IAEA REPORT

The comeback of nuclear energy

At the end of September 2022, the International Atomic Energy Agency forecast that the world's nuclear power production capacity will double by 2050 to reach **870 GW**, compared to just over **400 GW** today.



“ The European Parliament has listened to scientists and acknowledged that sustainable investment in nuclear energy will help the EU achieve carbon neutrality by 2050. ”
Sama Bilbao y León,
Director General of the
World Nuclear Association (WNA)

EU TAXONOMY

Nuclear energy included in green investments

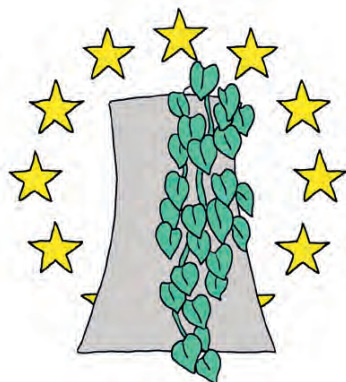
By including nuclear energy in its taxonomy in July 2022, the EU recognized its contribution to the fight against climate change. However, while it encourages sustainable investment, this regulatory framework is not a blank check. It is subject to specific environmental targets and criteria.

SPOTLIGHT

26%

increase in nuclear support among French people over 3 years: **60% vs 34%**
(Odoxa opinion poll, January 2023)

The **Netherlands, Poland** and **Sweden** want to build new reactors. **Belgium** is postponing planned shutdowns.



Become ~~an observer~~ *a player* of tomorrow's world

The world is changing and undergoing an unprecedented series of exceptional crises: the global pandemic, the war in Ukraine, the energy shock, inflation, and more... geopolitics is impacting countries' energy sovereignty more than ever before. More than ever, we need to gain control of our energy security and independence. More than ever, we must also act to contain climate change and "decarbonize" energy production by phasing out fossil fuels. Our Group does not live in another world – we are firmly rooted in this one. We are committed to the concerns of humanity: energy, the climate, the preservation of natural resources and health. We are proud to create solutions for tomorrow's world!





3

How can we optimize our energy sovereignty?

There are three pillars. First, consume less energy by being more efficient. Secondly, reduce our dependence on hydrocarbons by electrifying transport and heating. Finally, decarbonize our electricity by mobilizing all complementary sources: nuclear energy, solar, offshore wind, onshore wind and hydroelectric dams. The goal is to achieve carbon neutrality by 2050.

4

Why step up the nuclear revival?

Since the energy crisis, the intrinsic advantages of nuclear energy have returned to the forefront: energy sovereignty and the generation of reliable low-carbon electricity. As power generation is the main source of global greenhouse gas emissions, nuclear energy is recognized as an essential resource for combating climate change. This is why many countries are reviving or stepping up their programs. This is a Herculean task: to achieve carbon neutrality by 2050, low-carbon power generation will have to be multiplied sixfold (source: IEA). In France, whose electricity is already largely low-carbon, electricity's share of total energy consumption will rise from 25% to 55% by 2050 (source: RTE).



5

What are the challenges of critical metals?

But sovereignty goes beyond energy: it also involves the raw materials required to generate electricity. For example, we need rare-earth magnets to manufacture wind turbines and electric cars. Batteries also need so-called "critical" metals such as lithium, nickel and cobalt. Unfortunately, Europe is highly vulnerable in the value chains of these components, which are basically dominated by China. Drawing on its technological expertise, Orano is involved in projects for recycling and recovering these materials in view to a sovereign and competitive critical metal industry in Europe.



1

What is the impact of the war in Ukraine?

The war in Ukraine revealed Europe's severe energy vulnerability. Russian gas accounted for nearly one-third of demand, with wide discrepancies between countries (nearly two-thirds of Russian gas in Germany but less than 20% in France, for example). Energy prices soared as Europe tried to source gas in other markets (Algeria and Azerbaijan by pipeline, USA and Qatar by LNG carrier, etc.). In contrast, the U.S. was able to count on its oil and shale gas deposits.



PAROLE D'EXPERTS PODCAST
Understanding the geopolitics of energy

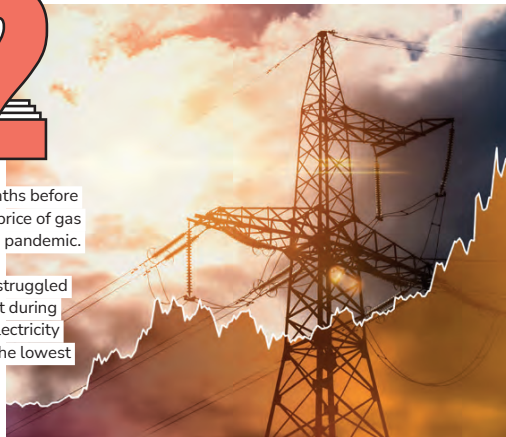
Energy and geopolitics

5 questions for a clearer vision!

The energy crisis: how did we get here?

2

Tensions in energy markets began at least six months before the invasion of Ukraine. As early as fall 2021, the price of gas rose sharply as the world emerged from the Covid pandemic. The economy, and therefore demand for energy, bounced back faster than expected, while supply struggled to keep pace, largely due to insufficient investment during the pandemic. This had a knock-on effect on the electricity market, as the price is determined by the price of the lowest ranked plant by profitability, which is generally a gas-fired power facility.



THROUGH THE EYES OF...



Pierre-Etienne Girardot
SVP Strategy

SVP Strategy, Mergers & Acquisitions
at Orano since November 2021, Pierre-Etienne
talks about his life and convictions.

Time to get up? Six hours after going to bed!

Your job pitch? Strategy is a Go Game. We help to prioritize and move forward Group decisions on a wide range of issues, with our competitors moving forward at the same time.

Where did it all start?

I spent my childhood in a sugar factory, in my parents' work residence, then in Morvan, my home region. My taste for nature and industry comes from there.

A person who inspired you?

I could name two: my grandfather, who made me want to understand nature and become an engineer; and my teacher Hervé Le Treut, a scientist and member of the IPCC, who gave me the opportunity to research climate change at NASA. There, I realized that this issue would be essential for my generation.

A turning point in your career?

Everywhere I've been, I've experienced key moments providing

a wealth of opportunities to learn things and meet people. The most extraordinary times were probably the Covid crisis and designing the recovery plan with ministers Agnès Pannier-Runacher and Bruno Le Maire at Bercy. I'm also happy and proud to have joined Orano at a time when the Group is going through a key period marked by the revival of nuclear energy.

What do you like to tell your teams? Do it, do it well, and spread knowledge. My previous boss used to repeat this phrase often, and I humbly appropriated it as it sums up the high degree of rigor and collective mobilization required to achieve great things.

In your spare time? I love to grab my running shoes and go for a long run in the countryside or go hiking with my wife.

What makes you tick? Surpassing my limits and meeting challenges that seem unattainable, like climbing a 6,000-meter peak, running a marathon or studying new languages to get to know other people.

Hurdles along the way? Limiting climate change to below 1.5°C means finding complex solutions to prevent a problem whose consequences we cannot fully gauge. This is not the easiest challenge for humanity!

Reasons to be optimistic? I'm amazed at how the younger generations have absorbed the issue and are eager for change.

What message would you like to pass on? That with a mixture of humility, collective thinking, pragmatism and determination, we can overcome the challenges facing us.

Why nuclear energy? To borrow a phrase from Kant, nuclear energy is both the beautiful and the good. The beautiful, from a scientist's point of view, as it is an exciting discipline with a strong technological content and multiple innovations to be sought. The good, from a citizen's point of view, as nuclear energy is essential for fighting climate change.

THE EXPERT'S RESUME

2009-2012 École Polytechnique 2012-2013 Industrialization engineer at Areva – Hélion (Hydrogen BU) 2013-2014 Economist at Total Refining, Beijing 2014-2015 MBA equivalent from MINES ParisTech (Corps des Mines) 2015-2018 Head of economic development department, Bourgogne-Franche-Comté prefecture 2018-2020 Head of training and assistant HRD, Corps des Mines 2020-2021 Ministry of Industry advisor.

Low-carbon

Nuclear energy is one of the lowest CO₂ emitting energies in the world with emissions comparable to wind power, 4 times lower than solar power, 40 times lower than gas and 70 times lower than coal. Its marginal level of CO₂ emissions makes



nuclear power an indispensable component of energy transition.

Energy sovereignty

Nuclear energy helps countries to be energy independent. In France, which generates most of its own nuclear-derived electricity, it is an asset for the country's sovereignty.



High energy density

Because uranium has a much higher energy density than hydrocarbons (100 g of uranium produces as much energy as one ton of crude oil), it is more easily stored. France has several years of reserves, particularly thanks to the reserve of depleted uranium. Uranium is also an abundant resource available on five continents.

Dense and sustainable

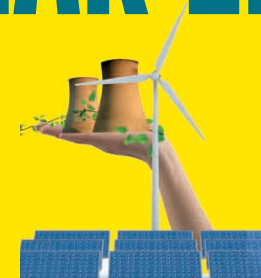
Thanks to its robust production system, nuclear energy provides a continuous supply of large quantities of electricity while adapting to demand.



THE ASSETS OF NUCLEAR ENERGY

Recyclable

Orano recycles nuclear fuel to produce new fuel, thus helping to preserve natural resources. In France, recycled nuclear fuel powers a tenth of all lightbulbs running on nuclear energy.



Fresh potential and innovative

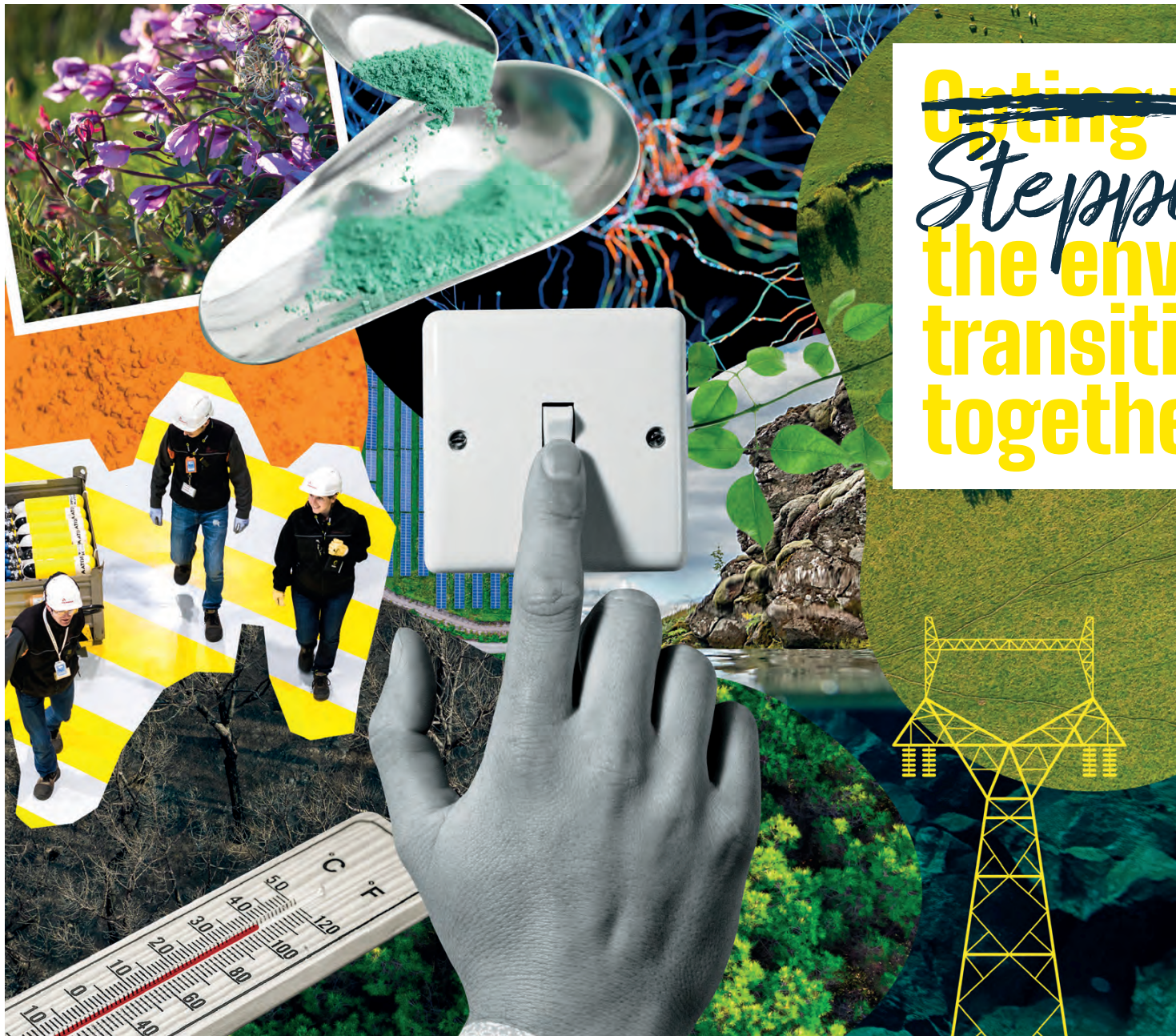
Nuclear energy fosters the development of unrivaled expertise and technology which, besides helping to build tomorrow's nuclear industry, can also be applied in other sectors and markets in order to build a more sustainable world.



Essential to the electricity mix

In all the scenarios studied by the IPCC and IEA for low-carbon power generation, a significant increase in renewable energy can only be envisaged in conjunction with nuclear energy if we are to phase out fossil fuels completely.





~~Opting for~~
Stepping up
 the environmental
 transition
 together!

We know that power generation is a vital need that enables our societies to function. And we know that the world will need twice as much electricity by 2050. Meanwhile, we will have to reduce our greenhouse gas emissions in order to contain climate change below 2°C in accordance with the Paris Agreement. So why not focus on low-carbon energy sources, energy efficiency and the strength of a nuclear industry that controls the entire nuclear fuel cycle? Our employees are proud to work for a Group that is helping to make nuclear power safe and sustainable in order to preserve the environment, save resources and strengthen sovereignty. And they say so!

Orano is a company in perpetual motion. We are constantly adapting our working methods in both human and technological terms. We're also proud to be working for a major player in nuclear energy. This is an essential energy for the world that allows millions of households to light up their homes, researchers to innovate, doctors to treat patients, and so on. There are many career opportunities at Orano. We can create opportunities ourselves and reveal our talents.

Louis F., Work-study student, Operational Excellence Division



Orano operates in a fascinating, multidisciplinary and evolving industry where you never get bored and you're constantly working with cutting-edge technologies in an international environment. I'm proud to contribute towards renewing our expertise in the nuclear industry in order to help perpetuate the best of French industry over the coming decades.

François-Cyrille H., Director of Programs & Customer Deliveries

FOR ORANO?

Orano is a cutting-edge nuclear company where I have had the pleasure to work for 32 years. Orano knows how to motivate its employees through a pleasant and friendly working environment that combines team spirit and sharing between experts and where diversity is a key feature. In charge of data protection in the Group's Legal Department, every day I find my colleagues full of joy and good humor.

Hélène L., Data Protection Officer



What does it mean to work

FOR

What's important is putting down roots in the region through the hiring policy, developing an economic ecosystem by sourcing from reliable local suppliers, and leading community initiatives for the benefit of local residents.

Maman Nassirou B. B., Head of HR administration – SOMAIR Niger



Orano is a company in keeping with my deepest convictions, as it takes tangible steps for the climate, by providing low-carbon resource-efficient energy, but also for health, as it has a nuclear medicine excellence subsidiary dedicated to detecting and fighting cancer.

Fanny R., Work-study student, Radiation Protection

Orano provides an opportunity to help reduce humans' impact on the planet by recycling materials, making facilities safer and lessening the impact of industrial operations.

Sylvain A., Commissioning Division Manager

I am proud to contribute to the development of the nuclear facility of the future at Orano la Hague by enabling the emergence of new clean technologies, encouraging eco-design and the recycling of energy and materials, while preserving the site's biodiversity.

Florence C., Technical Innovation Manager

TRUTH or dare!

Transform the constraint of energy efficiency and the reduction of its consumption into an opportunity to step up the ecological transition and the fight against climate change, but also enhance our Group's performance.

THE RECAP



The French government has launched an energy plan aimed at reducing France's energy consumption by **10%** within two years compared to 2019. The plan concerns all of society's stakeholders: businesses, government agencies, local authorities and each citizen. For Orano, which had already implemented an energy action plan, it is time to accelerate its roadmap focusing on energy efficiency. This concerns all of the Group's industrial and office locations in France.

THE FIGURE



10%

target reduction in our energy consumption by 2025 vs 2019 in proportion to production

THE WATCHWORD



Reduction



Reducing our energy consumption requires a profound overhaul of our habits and the way we produce and consume. It invites us to consume less and produce better by using our production equipment more efficiently.

THE MISSION



Eco-design all major projects

At Orano, the upgrade of the industrial fleet combines safety, competitiveness and the reduction of our environmental footprint. Since 2004, through various upgrading programs, we have reduced our electricity consumption by over **80%**, our greenhouse gas emissions (Scopes 1 and 2) by **60%** and our water consumption by **50%**. We will apply the same principles to our future plants.

TARGET
100%
of major projects
eco-designed in 2030



GIVING THE FLOOR TO...



Corinne Spilios

SEVP Performance,
Executive Committee member

What actions have you taken?

Since 2020, we have set up a network of energy leaders and dedicated teams at our industrial sites in order to manage our energy performance plans. As such, each site pursues a bold plan and best practices are shared thanks to the network. For example, audits are carried out at all of our industrial sites in order flush out energy-intensive consumption.

Other examples?

We are also rolling out a consumption measurement system in which energy performance software allows us to use the data generated by meters and sensors installed at our sites to limit consumption and identify new actions. We are also improving the efficiency of our engines and ventilation systems, which are the biggest energy consumers at our facilities.

One standout metric?

We have reduced heating temperature to 19°C across all our sites and significantly reduced heating on weekends, at night and during the holidays, in order to contribute to the reduction of energy consumption efforts during winter.

The result?

We recorded a **4.7%** drop in energy consumption between 2019 and 2022 while increasing production levels. This is an impressive result, even though we must continue working to achieve our **10%** reduction target by the end of 2025.



THE PUNCH



5.9%

is how much we managed to reduce our electricity consumption over 6 months between September 2022 and February 2023. Some office locations reduced theirs by as much as 40%.

THE CERTIFICATION



ISO 50001 certification for two of our flagship locations - la Hague and Georges Besse 2 in Tricastin - reflects our efforts to save energy and improve energy performance while reducing our sites' environmental footprint.



THE PODCAST

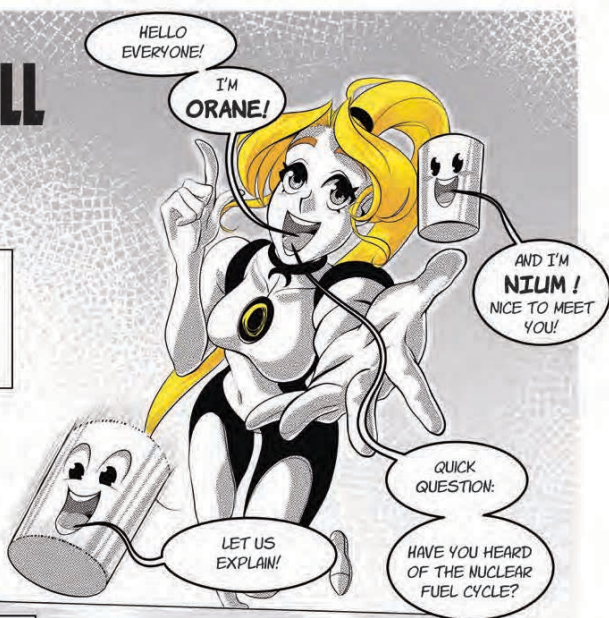
PAROLE D'EXPERTS PODCAST

"Energy efficiency: France springs into action"

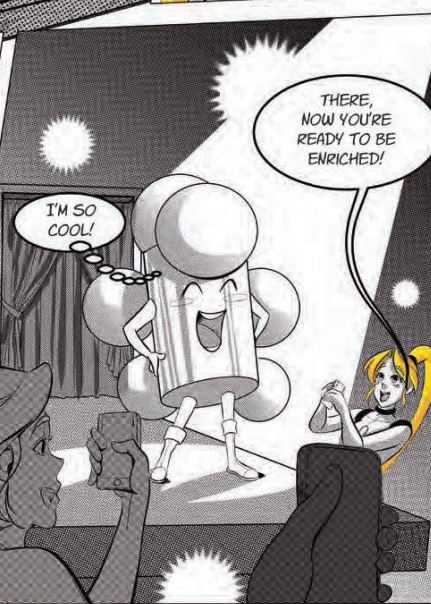
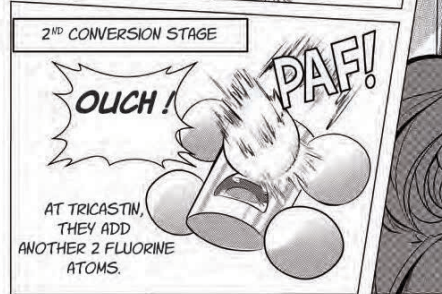
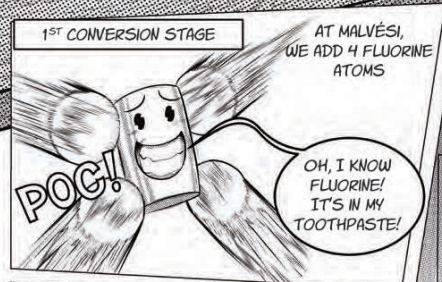
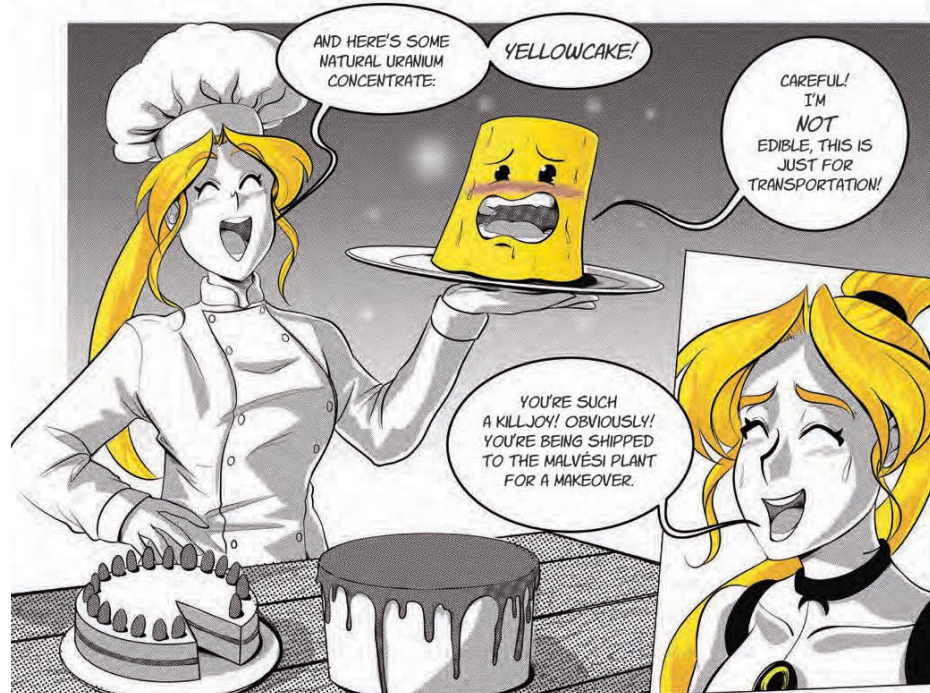
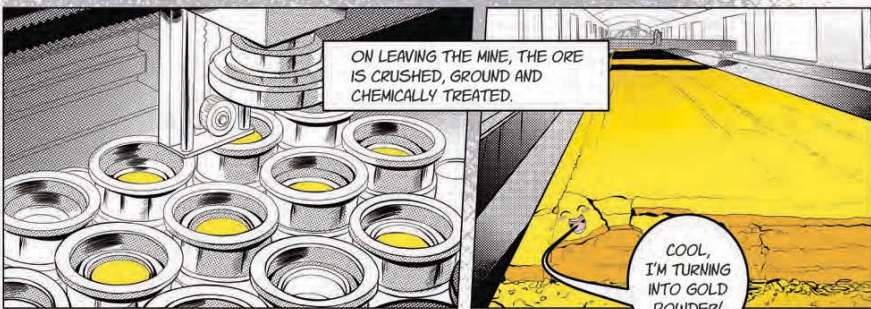
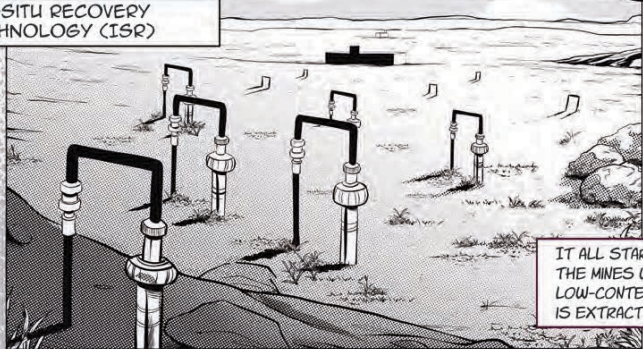


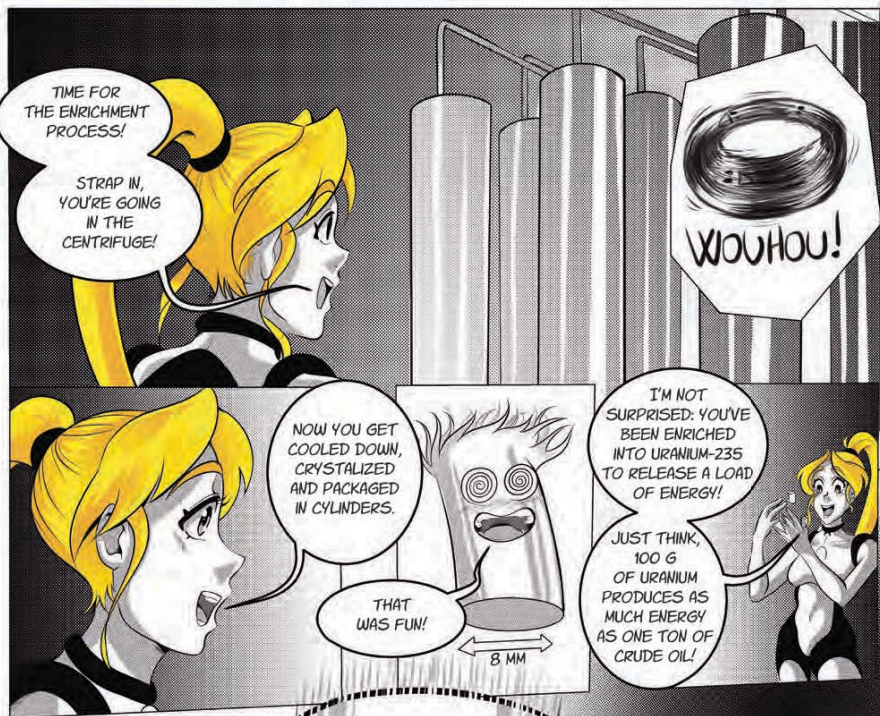
URANIUM IN ALL ITS FORMS

STARTING OFF AS NATURAL, URANIUM IS TRANSFORMED TO BE USED AS FUEL IN NUCLEAR FACILITIES IN ORDER TO PRODUCE ELECTRICITY. IT IS THEN RECYCLED. HERE ARE ORANE AND NIUM TO GUIDE YOU ALONG ITS JOURNEY!



IN-SITU RECOVERY TECHNOLOGY (ISR)





TIME FOR THE ENRICHMENT PROCESS!

STRAP IN, YOU'RE GOING IN THE CENTRIFUGE!

WOVHOU!

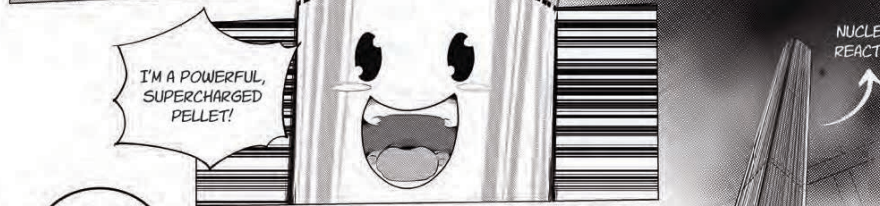
NOW YOU GET COOLED DOWN, CRYSTALIZED AND PACKAGED IN CYLINDERS.

I'M NOT SURPRISED: YOU'VE BEEN ENRICHED INTO URANIUM-235 TO RELEASE A LOAD OF ENERGY!

JUST THINK, 100 G OF URANIUM PRODUCES AS MUCH ENERGY AS ONE TON OF CRUDE OIL!

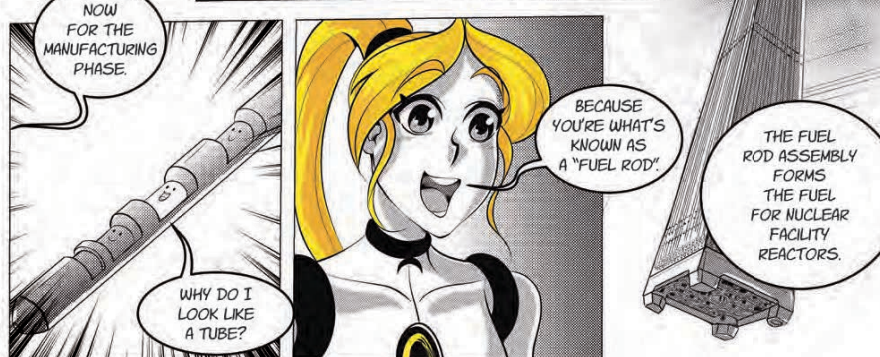
THAT WAS FUN!

8 MM



I'M A POWERFUL, SUPERCHARGED PELLET!

NUCLEAR REACTOR

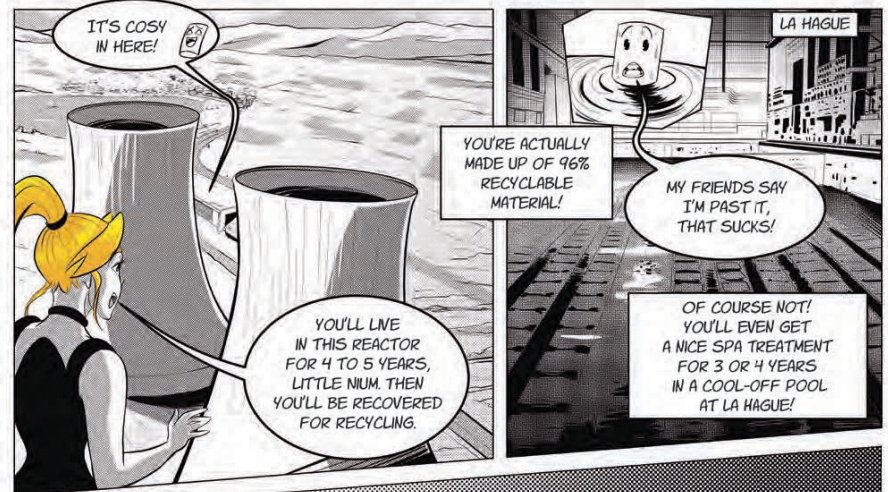


NOW FOR THE MANUFACTURING PHASE.

WHY DO I LOOK LIKE A TUBE?

BECAUSE YOU'RE WHAT'S KNOWN AS A "FUEL ROD".

THE FUEL ROD ASSEMBLY FORMS THE FUEL FOR NUCLEAR FACILITY REACTORS.



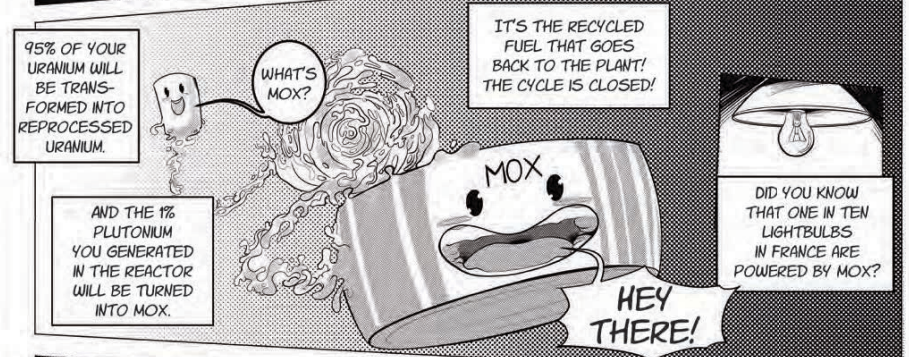
IT'S COSY IN HERE!

YOU'LL LIVE IN THIS REACTOR FOR 4 TO 5 YEARS, LITTLE NUM. THEN YOU'LL BE RECOVERED FOR RECYCLING.

YOU'RE ACTUALLY MADE UP OF 96% RECYCLABLE MATERIAL!

MY FRIENDS SAY I'M PAST IT, THAT SUCKS!

OF COURSE NOT! YOU'LL EVEN GET A NICE SPA TREATMENT FOR 3 OR 4 YEARS IN A COOL-OFF POOL AT LA HAGUE!



95% OF YOUR URANIUM WILL BE TRANSFORMED INTO REPROCESSED URANIUM.

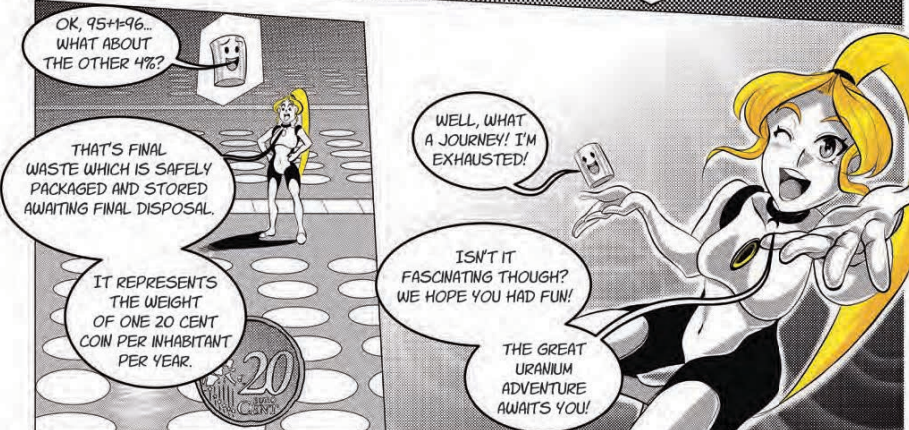
WHAT'S MOX?

IT'S THE RECYCLED FUEL THAT GOES BACK TO THE PLANT! THE CYCLE IS CLOSED!

AND THE 1% PLUTONIUM YOU GENERATED IN THE REACTOR WILL BE TURNED INTO MOX.

DID YOU KNOW THAT ONE IN TEN LIGHTBULBS IN FRANCE ARE POWERED BY MOX?

HEY THERE!



OK, 95+96... WHAT ABOUT THE OTHER 4%?

THAT'S FINAL WASTE WHICH IS SAFELY PACKAGED AND STORED AWAITING FINAL DISPOSAL.

IT REPRESENTS THE WEIGHT OF ONE 20 CENT COIN PER INHABITANT PER YEAR.

WELL, WHAT A JOURNEY! I'M EXHAUSTED!

ISN'T IT FASCINATING THOUGH? WE HOPE YOU HAD FUN!

THE GREAT URANIUM ADVENTURE AWAITS YOU!



Orano, the place to work *be!*

We need talent, personalities and profiles from all walks of life to build the future of the nuclear industry together. Joining Orano is also an opportunity to find your vocation among the Group's 250 professions spanning multiple areas of activity, all in an attractive, inclusive and open-minded environment suited to our lives today and even more so tomorrow. We encourage a healthy work-life balance, working from home, gender balance, diversity and inclusion, not to mention skills development. Orano is much more than a good place to work, it's a good place to be!

THE PEOPLE BEHIND THE POWER!

Mounir Zekhnini

Maintenance foreman

Mounir plays a vital role. He is responsible for supervising and training staff. Boasting both human and technical skills, he also guarantees the proper execution of the work done by his teams.

3 words to convince a friend to join the Group?

Dynamism - Flexibility - Organization.

When do you feel most useful?

When talking to my teams or line manager.

What did you want to be when you were young?

I wanted to be a photographer or work in astronomy.

If you were a hashtag, what would you be?

#HAPPY

Your job in 3 emojis?



What do you like most at Orano?

Flexibility of assignments, team spirit and diversity.

What surprised you when you first got here?

The welcome when I arrived on site.

What is the highlight of your day?

Lunch break with my colleagues.

What makes your team the best?

Its know-how and desire to advance in order to achieve operational excellence. But also its spirit of sharing and solidarity.



Youness Bensaid

Data scientist

Data holds no secrets for him! Youness collects, analyzes and models data in order to extract as much information as possible. Using his scientific expertise, he then interprets the results to help teams make decisions.

Your job in 3 emojis?



What do you like most at Orano?

I work at the Orano Melox site, and what I like most is the fact that it's a one-of-a-kind plant in the field of nuclear energy.

What surprised you when you first got here?

The diversity and friendliness of the people.

3 words to convince a friend to join the Group?

Innovation - Sustainability - Fulfillment.

When do you feel most useful?

When I resolve complex problems in order to optimize processes.

What did you want to be when you were young?

I wanted to be a math teacher.

If you were a hashtag, what would you be?

#DataForABetterWorld

What is the highlight of your day?

When I use data efficiently to identify opportunities for improvement, thereby helping strengthen Orano's expertise in the nuclear industry.

What makes your team the best?

Our complementarity, team spirit and love of challenge.



Anaëlle Benhamza

Work-study student, radiation protection

If the teams are safe, this is partly thanks to Anaëlle.

Her job is to adopt the required measures to ensure that site operators and facilities are not exposed to radiation risk. She focuses on monitoring radiation points and performs radiological checks to verify equipment conformity.

Your job in 3 emojis?



What do you like most at Orano?

Feeling safe, despite the risks of the job.

What surprised you when you first got here?

I would say the chain of processes for producing MOX recycled nuclear fuel from used fuel destined to supply a certain type of nuclear reactor.

3 words to convince a friend to join the Group?

Recognition - Dynamism - Diversity of tasks.

What do you feel most useful?

In case of a risk of equipment contamination or a containment leak, the glove box operator can call us using an emergency pedal. Our role is then to reassure the operator and control the situation.

What did you want to be when you were young?

A firefighter.

If you were a hashtag, what would you be?

#Ambitious

What is the highlight of your day?

No two days are alike, my assignments vary depending on the need. But the best times are when something unexpected occurs.

What makes your team the best?

My team is welcoming, attentive, considerate, serious, funny, dynamic, and more. 3 lines aren't enough to list all their qualities 😊.



Claire Carcasset

and Jérôme Wohlwend

Operation safety engineers

On nuclear sites, the safety of teams and facilities is a priority. As safety engineers, Claire and Jérôme analyze risks and see that preventive measures are applied in order to guarantee staff safety. Their job is a springboard for accessing managerial assignments!

Your job in 3 emojis?



What do you like most at Orano?

The diversity of professions, support for skills development and prospects for advancement.

What surprised you when you first got here?

The capacity for industrializing a process involving highly radioactive material while guaranteeing site security and staff safety.

3 words to convince a friend to join the Group?

Diversity - Sharing - Cutting-edge industry.

What do you feel most useful?

In the event of a safety incident, when we do the first on-the-fly analysis and report the information to the various parties concerned.

What did you want to be when you were young?

Claire: I wanted to be a vet.
Jérôme: I used to dream of being an airline pilot.

What is the highlight of your day?

When we talk to operators and maintenance about the state of their equipment and when we change shift with other safety engineers.

Claire, if you had to define Jérôme in a hashtag...

#LOL

Jérôme, if you had to define Claire in two words, what do you say?

Dynamic and rigorous.

What makes your team the best?

The main strengths of our team are the spirit of cohesion and solidarity that prevail among us.



Welcome to our École des Métiers

Orano employees receive support throughout their careers with the Group. Nearly 2,700 training courses are provided to help the Group's technicians, engineers and managers hone their skills and achieve operational excellence.

La Hague École des Métiers

Every year, **400-500 people** receive training from around **150 vocational trainers** in order to ensure that technical and scientific know-how is passed on and assimilated. The school includes a virtual reality room and a testing hall fitted with reconstructed life-size workstations. As such, teams are trained in predictive scenarios and using remote intervention techniques such as teleoperation and controlling equipment located in inaccessible areas. The aim is to train employees in real-life situations without radiological constraints.



Melox virtual room

At the Orano Melox site, 80% of the nuclear fuel recycling process is confined to glove boxes. These hermetically sealed boxes allow operators to handle materials using gloves attached to the sides. The Melox École des Métiers is equipped with physical (models) and virtual (virtual and augmented reality) solutions allowing trainees to get the hang of these high-precision operations. Trainees can practice **glove-box handling via 3D simulation and physical exercises** in order to reach operational standard quickly. At Melox, it's only a small step from virtual to real.

Tricastin training workites

Orano's École des Métiers network includes **24 training workites** enabling trainees to round off their training path with an experience as close as possible to the real thing. Run by Orano experts, these workites help to inculcate the right reflexes and best practices in areas including safety, security and waste management, besides helping trainees acquire operating skills by practicing on industrial facilities and processes.



Dismantling and Services

To support the growth of its business, Orano set up the Orano DS École des Métiers, which specializes in dismantling and services designed to support the operation of nuclear facilities and the management of radioactive waste. The school offers **training courses leading to certification** spanning a wide range of occupations (intervention agent, radiation protection technician, scaffolder, maintenance technician, etc.), alternating theoretical teaching and field practice focusing on the specificities of the nuclear industry. No prior qualifications are required for these courses.

Mining College

The Mining College trains Group engineers, managers and technicians in mining exploration professions. Around **40 training courses** allow them to learn new skills such as mining techniques, geological investigation and the economic valuation of projects. The goal is to give meaning to their work, show how each employee is involved in the mining process and measure their added value.

Focus on other training courses

Management School

Orano set up the Management School as a place for learning, openness and innovative experiences to meet the challenges of the Group's managerial transformation. Every year, the school trains over 2,000 employees in France and abroad. Fostering cohesion and cross-functionality, the Management School offers managerial courses and cross-functional training, particularly in the areas of commerce, operational excellence, safety, communication and innovation.



NUCLEAR ENERGY'S FUTURE IS BRIGHT
Join us!

Top 5 hiring professions

- Studies - Engineering - Projects
- Production - Operations
- Maintenance
- Decommissioning - Dismantling
- Radiation protection

3 questions from our TikTok subscribers

@oranogroup

Is it possible to join a nuclear profession without qualifications?

Yes. Orano will train you under a professional qualification contract so that you obtain the necessary qualifications to access a wide range of occupations, such as scaffolder on nuclear facilities, dismantling intervention agent or factory facility operator.

Do you offer work-study contracts from BTS higher technical diploma level upwards?

Of course! In the engineering departments, factories, sites or at head office, we offer around 600 work-study contracts every year that are open to all profiles, from CAP occupational proficiency certificate to two-year Master's degree level! The Group earned the "Happy Trainees" label, as 90% of our work-study students and interns recommended Orano.

Do you offer an attractive starting salary?

When you become an employee at Orano, you receive a compensation package depending on the nature of your employment contract. This includes bonuses, health protection and fringe benefits offered by the Social and Economic Committee.

Orano INSIDE

There's a strong future in nuclear energy and we need talent! In addition to the **1,300 permanent employees** we hire each year in France, we train more than **800 work-study students** and **200 interns**. Students, young graduates and seasoned professionals alike will find their feet and thrive in a Group that provides meaningful, fulfilling careers.

Up to **90 days** of teleworking per year, and more for persons with disabilities or caregivers. **4 days** extra paternity leave, making **32 days** in total

Varied and evolving career paths

At Orano, your career path may change direction, but will always help you grow! Mobility, career development, stimulating projects, companionship, training programs...everyone gets the support they need.

> **500**
transfers each year

Nearly **39 hours of training** per year for each employee



Advantageous pay packages

In addition to fixed compensation, the Orano group's salary policy takes into account the individual performance of each employee. In collective terms, this takes the form of profit-sharing and incentive schemes. Innovation and referrals are rewarded with bonuses.

Diversity & Inclusion

At Orano, diversity is a strength! The Group opposes all forms of discrimination, guarantees fair treatment and ensures that all differences are included.

Nearly **700 persons with disabilities** in Orano's workforce in France

Gender diversity: a driver of performance

For over 10 years, Orano's proactive policy has given pride of place to women. The policy is enshrined in agreements signed with our labor representatives, the hiring of more female employees and the attention paid to career development.

Average pay gap, at equivalent responsibility, between women and men reduced to **0.5%** for employees and **1.7%** for managers

Healthy work/life balance

At Orano, defend the right to disconnect and make every effort to ensure that your work environment is a source of motivation, fulfillment and personal development.

In 2035, I will be proud if I have contributed to informing our employees about and integrating them into the Group's CSR culture and getting them involved in individual and collective initiatives.

Léa G.



In 2035, I will be proud if I have contributed to...

In 2035, I will be proud if I have contributed to increasing Orano's profitability and achieving "zero defects".

Hatem T.

In 2035, I will be proud if I have contributed to innovating the nuclear fuel cycle for the industry of the future.

Florian T.

In 2035, I will be proud if I have contributed to the first transportation of used nuclear fuel for Orano NPS to a consolidated interim storage facility.

Andrew R.

In 2035, I will be proud if I have contributed to creating a safe, innovative decommissioning standard to support a sound transition to the future of nuclear energy generation.

Thaddaeus Z.

In 2035, I will be proud if I have contributed to developing Orano Med's radioisotope production chain and to know that Lead-212 alpha therapy will be offered to cancer patients.

Matthieu R.

In 2035, I will be proud if I have contributed to motivating the younger generations to apply for a job at Orano, a committed, multi-faceted, benevolent company, in order to build a responsible and sustainable future together.

Philippe C.

2035年に、オラノが持つ廃止措置のノウハウを活かして福島第一の燃料デブリ取出しに貢献出来たら誇らしいです。

In 2035, I will be proud if I have contributed to the removal of fuel debris from the Fukushima-Daiichi facility by contributing to Orano's expertise in dismantling.

Ogawa.D

Come and ~~discover~~ explore tomorrow's solutions

Innovation is an integral part of Orano's DNA and is helping the Group prepare today to become a player in tomorrow's industrial, climate and energy transitions. Orano is innovating to reinvent itself, widen the field of possibilities, anchor the Group in Industry 4.0 and explore new opportunities for growth in future sustainable markets serving society. Our innovation culture is fueled by openness to game changing ecosystems in order to deploy disruptive solutions to meet the challenges of tomorrow and make nuclear energy a resource for the future!



Sourcing



Through competitions, Orano identifies and showcases start-ups developing innovative solutions related to areas of interest for the Group. For example, the annual "HT Global Summit" organized by Hello Tomorrow in Paris.

"This 8th edition aims to unveil emerging trends in the deep-tech ecosystem and put these start-ups in touch with industrial companies and investors. By launching a challenge concerning the circular economy in relation to CO₂, Orano aims to explore solutions for storing, regenerating and recovering CO₂. 100 start-ups signed up! We appreciate Orano's desire to develop new business models and integrate itself into new value chains."

Arnaud de la Tour, CEO, Hello Tomorrow



Acceleration

Orano partners with start-up accelerators such as Impulse Partners, Wilco and Clean Tech Vallée to promote the creation of innovative ecosystems in areas of interest for the Group across Industry 4.0, resource saving, energy efficiency and carbon footprint reduction.

"We have been supporting Orano since 2017 through an open innovation system bringing together several energy players (Plant 4.0). Our role is to build bridges between industrials and start-ups in order to meet the challenges of environmental and digital transition for some and development for others. The search for innovative solutions and the cross-fertilization of cultures have induced our large group customers to work differently to improve their industrial processes."

Thomas Le Diouon,
CEO, Impulse Partners



NORTH EAGLES

swiss safety solutions

Orano works with around 100 VSEs and SMEs to share expertise and technologies. The Group is currently co-developing a connected radiometer watch with Swiss-based North Eagles: a world first.

"Capable of measuring radiation doses in real time, the watch is connected to the control room. Acting as an additional safety device to support the existing dosimetry system, its connectivity offers extended features such as chest dosimetry (stress measurement). Without working closely with Orano's innovation teams, we could not have tackled all the requirements needed to develop this pioneering model."

Olivier Voumard, CEO, North Eagles

Co-development

Access to facilities

Orano provides access to its resources (unrivalled expertise, test resources, testing sites) to help deep-tech players develop and validate their innovative solutions on an industrial scale.

"We have been working with Orano for six years. By gaining access to Orano's facilities, we were able to design and test, first in inactive mode, then in real conditions and ultimately validate a number of UGVs whose use appears obvious for decontamination operations and work in more or less radioactive environments, while protecting operators. The collaboration was fruitful, as it allowed us to step up our structuring and rapidly develop our skills. The nuclear industry is a great opportunity for robotics specialists like Shark Robotics!"

Cyrille Kabbara, Chairman & CEO, Shark Robotics



START-UP

GENERATION

Orano has built a resolutely open innovation strategy that takes shape through various forms of cooperation with start-ups, VSEs and SMEs to develop disruptive solutions. A strategy aimed at accelerating innovation cycles and driving the growth of these stakeholders.

Collaboration

Combining of Orano's expertise with that of partners makes it possible to co-develop new solutions at the cutting edge of technological innovation.

"We work with Orano in the field of data science for predictive maintenance, process engineering, etc. As part of the udd@orano collaborative project, we are jointly testing bold approaches in the industrial context of Orano, integrating its complexity and pragmatism. For example, we are developing an autonomous navigation algorithm for drones. Orano appreciates our agility across the entire project value chain."

Pierre Guenoun, R&D engineer,
project manager at Probayes



Skill sharing

As part of the partnership development policy, Orano employees are involved in start-ups. This is the case of Julien, seconded by the Group R&D department for two years to TerraPower in Seattle.



"I'm working with the TerraPower teams on a molten chloride fast reactor project: the MCFR. TerraPower is one of the most advanced start-ups in this type of new generation reactor. The idea is to develop skills in handling molten salts, provide support to TerraPower and identify areas of collaboration with Orano. I'm very well integrated and I love the speed of the Test & Learn process!"

Julien Vukasin, R&D Project Manager at Orano

Acquisition

Orano buys businesses and leverages their singularities in the integration processes. INEVO, for example, is a process engineering company founded in 2005. Having become an Orano Projects subsidiary in 2022, the company is now involved in diversifying the Group's engineering services into non-nuclear sectors.

"We chose Orano because we were in tune with the Group's values, as well as their development plans. We can continue our roadmap backed by a strong partner with an industrial mindset. Our process industrialization know-how is a growth driver for the Group and the companies we support."

Anthony Ruiz, Founder & CEO, INEVO



Acculturation

Orano organizes an immersive learning program involving Group employees and start-ups. A win-win approach.

"The 'Immersive start-up' program consists of three half-day sessions dedicated to exchange, organised between 11 Group HR employees and 11 start ups. This system allows us to get immersed in start-up culture and develop our working methods. Start-ups benefit from our professional skills, expertise and networks to grow their business. And as for us, we open our chakras and get inspired!"

Thomas Xantippe, Social Regulations Manager, Social Affairs Department



Lead-212 properties

Lead-212 is a very rare alpha-emitting radioisotope descended from the thorium-232 decay chain. Orano's expertise in cutting-edge nuclear technologies has made it possible to develop a unique process for the extraction and purification of lead-212. This rare metal, which has significant cytotoxic properties, is used in the development of several promising targeted cancer treatments referred to as "Targeted Alpha Therapy."



Orano Med

Targeted lead-212 Alpha Therapy for cancer treatment

Orano subsidiary Orano Med's ambition is to develop a robust portfolio of cancer treatments that combine the unique properties of lead-212 with targeting molecules. This technique, best known as Targeted Alpha Therapy, opens up promising prospects for patients whose treatment has reached a dead end.

The promise of Targeted Alpha Therapy

Targeted Alpha Therapy is a technology that combines lead-212 with different biological molecules (peptides, antibodies) to target cancer cell receptors or antigens. As such, it makes it possible to recognize and destroy tumor cells selectively, while limiting impact on the surrounding healthy cells.



Orano Med
wins
**BIOTECH
AWARD**
at

LES TROPHÉES
DE LA HEALTHTECH

in Paris on
March 27, 2023

80

employees in France
and the U.S.

2

preclinical laboratories
dedicated to developing
Targeted Alpha Therapy



Reliable supply of lead-212

In order to produce and distribute lead-212-labeled drugs, Orano Med has set up facilities without parallel anywhere in the world.

- In France, in Bessines-sur-Gartempe, Haute-Vienne, the **Maurice Tubiana Laboratory (LMT)** produces lead-212 (^{212}Pb) precursors radium-228 and thorium-228 for the manufacture of lead-212 doses for preclinical research and clinical trials.
- In the U.S., in Plano, Texas, the **Domestic Distribution & Purification Unit (DDPU)** produces lead-212 for North America and drugs for ongoing clinical trials in compliance with pharmaceutical industry standards.
- In the U.S., in Brownsburg, Indiana, the first **Alpha Therapy Laboratory (ATLab)** is currently under construction. From 2024, the laboratory will carry out large-scale production of lead-212 targeted treatments and oversee their distribution in North America. The construction of other ATLabs is currently under review in order to supply global needs.

Orano Med's strengths

Orano Med's strategy is based on developing a portfolio of cancer treatments using lead-212, but also on a reliable supply of these innovative drugs. Boasting an unrivaled source of raw material (thorium-232), Orano Med has developed a patented chemical process for producing lead-212 on a large scale at a reasonable cost.



1

industrial platform
for producing ^{212}Pb

12

patented
inventions

2

clinical
trials
in progress



Upcoming advances

The Orano Med portfolio consists of molecules developed in-house or in partnership with other biotech or pharmaceutical companies based in France and abroad. A dozen developments are underway, including two clinical trials on humans:

- a phase 2 trial on neuroendocrine tumors with AlphaMedix™;
- a phase 1 trial on different types of solid tumor using an anti-GRPR peptide as the targeting molecule.

SCAN ME



Current job offers



OK boomer



From the sky



TikTok goes crazy



All will be revealed



In your ears

IF YOU CAN!

Recycling electric vehicle batteries

Our goal Become a forerunner in the recycling of lithium-ion (Li-ion) batteries for electric vehicles in France and on the European market, via a new hydrometallurgical process for recovering the desired metals.
Industrialization horizon 2026

Alongside French and international partners, Orano is developing a safe, innovative, low-carbon process with high technological value added for recovering and purifying the valuable materials contained in battery modules (cobalt, manganese, nickel, lithium, graphite) for reuse in new components. Orano brings over 40 years of expertise in recycling nuclear materials, materials chemistry, hydrometallurgy and process industrialization.

30 million battery-powered electric vehicles and rechargeable hybrid vehicles in circulation in the EU by 2030



Learn more



The Stable Isotope Laboratory (LIS)

Our goal Produce ultrapure stable isotopes for high-tech markets such as healthcare, quantum computing and basic research.
Start of production 2023
First delivery Early 2024

Harnessing its expertise and mastery of cutting-edge technologies in the transformation, conversion and enrichment of uranium, in under three years Orano has developed a new line of innovative products: stable isotopes. These non-radioactive isotopes of natural elements are separated in our laboratory and can then be used in a wide range of cutting-edge applications thanks to their special properties. For example, we produce silicon-28 for quantum computing, as well as xenon-129 and molybdenum-100 for the healthcare sector. This unique 3,200 m² production laboratory, located at the heart of the Orano Tricastin industrial complex, boasts an ecosystem of partners comprising SMEs, university laboratories and manufacturers.

Learn more



3,200m²

at the heart of the Orano Tricastin industrial complex

REINVENTING our business models

Backed by its unrivaled expertise in the recycling and recovery of strategic materials in the fuel cycle, Orano is exploring new areas of activity to serve the energy transition and industrial sovereignty.

High-performance permanent magnet recycling and manufacturing

Our goal Structure a sovereign and competitive sintered permanent magnet production industry in France to serve the European market
Industrialization horizon Before 2030

Rare earths are essential components of the world's most powerful permanent magnets, used primarily in electric vehicles and wind turbines. The market is currently strongly dominated by China, raising a sovereignty challenge for safeguarding supplies and achieving the energy transition. Launched in April 2022 and supported by France Relance, the MAGNOLIA project brings together industrial and institutional partners operating in the high-performance permanent magnet sector: Orano, Valeo, Paprec, Daimantel France and the CEA.

The project aims to roll out used magnet recycling technologies and manufacture high-performance sintered permanent magnets for the design of more compact, light-weight and efficient electric engines.



Raising the curtain on our hidden facets *reality*

How about going behind the scenes at Orano... where you least expect to find us! We have decided to raise the curtain on the hidden features of our Company. Starting with site safety, a requirement that is non-negotiable. Not to mention our highly efficient transport, engineering and dismantling services. Orano has over 40 years' experience in the remediation of former mines to give them a second life after operation. There is also the partnership policy designed to consolidate the Group's community initiatives in favor of low-carbon energy, biodiversity, cancer research and innovation. And if you don't speak our language yet, here's a guide to the jargon we use every day at Orano!



Harnessing 40 years' experience in the remediation of former mines, the post-mining teams provide environmental, health and safety monitoring of reclaimed mines, preparing the ground for their second life after operation. The assignment spans a number of disciplines, including geology, water treatment, radiation protection, ecology and documentary database management. In France, Orano manages 235 former uranium mining complexes, 11 former gold mines and two former fluorine mines.

New life after the mine

Anticipating for better remediation

The remediation of a former uranium mine is planned right from the beginning of the mining cycle. It is even a prerequisite for obtaining exploration and operation permits in all countries where Orano operates. The teams study the features of the areas concerned, such as geology, climate and biodiversity. These features are cross-checked against government requirements and local community expectations, which determine the techniques used for operation and remediation of the site.

Managing mining tailings

Processing facilities in contact with the ore are dismantled and, where necessary, stored in a secure area along with the processing tailings. In France, 18 former uranium mining complexes contain stores of mining tailings derived from ore processing located in ICPE environmentally regulated sites. Orano teams periodically monitor and check these storage facilities to guarantee the absence of a significant impact on health and the environment.

Transforming the mine into a nature zone

Orano has rehabilitated its former mining sites in France, Gabon, the United States and Canada. Over 35% of the mines operated by Orano in France have been transformed into forests or nature reserves. The Group is responsible for the sustainable management of nearly 1,300 hectares of forest. The teams ensure the preservation and renewal of local species in order to promote the development of biodiversity. Mine reclamation can be tailored to economic, industrial or leisure purposes in accordance with the expectations of the regions concerned.

Sites of ecological interest

In France, the post-mining teams manage 248 post-remediation former mining sites (uranium, gold and fluorine) and 18 water treatment plants. Nearly 30 specialists are tasked with monitoring these sites. Some former mines have been transformed into biodiversity reserves, leaving nature to reconquer the land. The annual environmental monitoring carried out at the Bellezane, Sagnes and Bessines sites in Haute-Vienne shows regular enrichment in vulnerable species.

Successful second lives

More than 63% of sites are transformed into farms, industrial facilities or solar power plants.

9 solar farm projects are under review with the potential for supplying 65,000 households.

5 solar power plants have been installed in former mines and supply the equivalent of nearly 20,000 households.

Over 20% of former sites house leisure facilities (fishing, hiking, scuba diving, etc.).

Successful second life in video



GET A GRIP on the jargon



ALARA

As Low As Reasonably Achievable

An approach for minimizing operator exposure to radiation applied to all nuclear operations.



Glove box

A hermetically sealed container in which MOX fuel is manufactured.



Castle

A container specially designed to fully confine certain radioactive materials or waste (used fuel, vitrified waste) and withstand accidents during transport.



ISR

In-Situ Recovery

An extraction technology which consists of injecting a leaching solution into the deposit through wells and recovering the dissolved uranium by pumping.



MOX

A mixture of depleted uranium and plutonium oxides used for manufacturing recycled fuels.



EOL operations

End-of-lifecycle operations, i.e., all work involved in dismantling nuclear facilities upon shutdown and long-term management of the related waste generated during operation or dismantling.



Pool

A basin in which used nuclear fuel is stored after a reactor has been unloaded in order to let the assemblies shed part of their radioactivity by radioactive decay.



SWU

Separative Work Unit. Unit used to quantify enriched uranium.

PROUD OF OUR SERVICES!

In addition to facilities that produce and recycle fuel, Orano offers a wide range of services to customers all over the world, ranging from transport, engineering and production support to dismantling.

NUCLEAR PACKAGES AND SERVICES

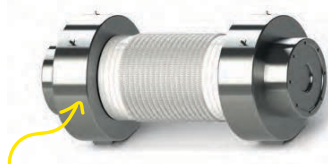
Boasting over 60 years' experience, Orano NPS is the global expert in the design, approval and manufacturing of casks and the transportation of nuclear materials for customers worldwide. Orano NPS is also a leading player in the dry storage of used fuel, offering a comprehensive range of nuclear logistics services, including solutions tailored to each market.

TN Eagle: innovative packaging concept for the shipping and dry storage of used nuclear fuel

Thanks to a tenfold reduction in the number of components, the TN Eagle's modular and simplified design enables final assembly without welding, resulting in greater robustness and a manufacturing time of 18 months compared to an average 36 months for the previous generation of packaging. The TN Eagle has obtained shipping approval from the French nuclear safety authority (ASN) in accordance with the latest IAEA requirements. It will be manufactured using an innovative process at the highly automated TN Eagle Factory, a 4.0 facility located in the port of Cherbourg.

Transport services that comply with the most stringent French and international safety requirements

Whether upstream or downstream of the nuclear fuel cycle, we have unparalleled expertise in nuclear material transport solutions, as well as a large fleet of vehicles comprising 150 trucks, including 70 heavy load transporters, and 65 special wagons, plus long-term partnerships with shipping companies and airlines. We carry out over 6,000 shipments per year for utility customers, research reactors and laboratories. As a further innovation, we rent out our new DN30 packaging model for transporting enriched uranium.



ENGINEERING

The Group's engineering services are aimed at customers in France (Framatome, CEA, etc.) and worldwide (UK, Japan, Belgium, etc.). They cover project management, technical and economic studies, project execution from design through to testing, and commissioning of facilities. Our expertise also extends beyond the nuclear fuel cycle into the sectors of healthcare, pharmaceuticals, specialty chemicals, biotechnology and cosmetics.

Cutting-edge engineering serving the healthcare sector

Our engineering teams work with Orano Med, a subsidiary of the Orano group specializing in radiotherapy development and the design and construction of industrial facilities dedicated to the production of radioisotopes for therapeutic purposes. These are large-scale projects at the frontier between the nuclear and medical worlds.



Worldwide recognition of our expertise

In Japan, we are working on solutions for the recovery, characterization and packaging of fuel debris present in Fukushima's damaged reactors. Whether directly for our customer TEPCO, or with our partner MHI, we are developing a fuel recovery strategy and helping to review facility and equipment designs proposed by Japanese engineering firms.

DISMANTLING AND SERVICES

The group's Dismantling and Services division specializes in decommissioning and dismantling, radioactive waste management and nuclear facility operation support services, including industrial logistics, specialized maintenance, radiological security and training in nuclear professions.

Leading supplier of logistics services for the French nuclear fleet

With over 1,000 committed employees, we are the main provider of Global Site Assistance Services for the French nuclear fleet. This set of services, ranging from tool storage management through waste management and operational coordination to radiation protection, enables nuclear operator EDF to focus on its main mission: controlling the reactor core to produce low-carbon energy.

Wide-ranging maintenance offer for all nuclear stakeholders

We have a broad range of expertise in equipment maintenance suitable for power facilities and nuclear fuel production or processing plants. Electromechanics, hoisting, boilermaking, valve systems, nuclear ventilation and measurement, large components and rotating machinery are some of the areas of expertise covered by the 1,000 or so employees involved in maintenance.



Delving into PROTECTION SYSTEMS at Orano

In the face of constantly changing threats such as espionage, terrorism and malicious acts, protection concerns everybody. Learn more about how the safety of sites and employees is guaranteed, alongside committed teams trained in excellence and regarded as Orano's "guardian angels."



5 questions for Laurent Isnard
Chief Protection Officer



If you had to define protection in one word, what would you choose?

Adaptability. At Orano, we encourage each employee to be proactive in their protection. As such, through awareness of potential threats, everyone can adapt to their environment by adopting best practices, the first line of defense for ensuring the safety of all.

How do you guarantee the safety of sites and people?

Protecting a nuclear site is based on three priorities: people, materials and facilities, as well as intangible assets such as the protection of sensitive information and our know-how. Wherever they are, traveling for business or on site, in France or abroad, our employees and subcontractors must be safe. We need to cope with unstable environments and various dangers in different regions of the world: political unrest, conflicts and insecurity, not to mention unexpected natural disasters.

What kind of systems have been set up?

Systems must be designed to counter all types of malicious act. In particular, we have project teams made up of engineers in dedicated engineering departments that design systems for protecting facilities. Strict protocols, regular crisis drills and Orano-specific training courses are deployed to meet the specific characteristics of each Group site.

We often hear people talking about nuclear safety and protection: do these two missions require different skills?

Safety and protection are complementary. Making our employees safe means dealing with an event that could impact their health. Protection aims to protect them from an external act that might jeopardize their security or

the operation of the site. One of these prevails over the other depending on the event. For example, our firefighters are also trained and equipped to act effectively in the face of an intrusion, which could have consequences for employees' health and put them physically at risk.

What are your main concerns?

Nowadays, a major subject of concern is the fight against industrial espionage. Orano must safeguard its expertise and the innovative technologies developed by the Group. The challenge lies in controlling and safeguarding the sharing of knowledge.

COMMITTED to the COMMUNITY!

In keeping with its purpose and engagement policy, Orano encourages and rewards its employees' involvement in community initiatives and skills sponsorship. The Group's partnership policy supplements existing voluntary schemes such as O'Share and Orano Solidaires.

Team for the Planet: the biggest French community working for the climate

Team for the Planet (TFTP) is a civic movement dedicated to fighting climate change. It aims to identify, scientifically assess and deploy 100 innovations capable of drastically reducing greenhouse gas emissions. In 2022, the scheme had 100,000 shareholder members and succeeded in avoiding or capturing more than 9,000 metric tons of CO₂ in high-emission sectors. As a TFTP partner, Orano intends to step up the expansion of the movement by allowing it to invest in a larger number of projects.



CAMI: sports therapy



CAMI Sport & Cancer aims to develop sports therapy programs for cancer patients. The three-year partnership with Orano aims to support the four Sport & Cancer divisions at the Gustave Roussy Institute, the leading cancer research hospital in Europe, and to set up CAMI sports therapy programs in hospitals located near Orano sites. The goal is to look after more patients in order to improve their health and well-being.

Committing to the causes we care about

Orano's partnership policy aims to support non-profits in three areas of action in keeping with the Group's identity.

Low-carbon energy and biodiversity

Fighting cancer

Innovation



O'Share: fostering skills sponsorship

Orano has chosen to encourage and reward the active involvement of employees in volunteer work to favor the inclusion of people excluded from employment in France. As such, each employee has an annual credit of eight hours of their working time to help beneficiaries of the 27 non-profits supported by Orano. This program began in June 2022.

Orano Solidaires: helping the most disadvantaged

Launched in 2020 during the pandemic, the Group association aims to provide support to disadvantaged populations, particularly in emergency situations. Since March 2022, €111,000 has been donated to non-profits working to help civilian populations impacted by the war in Ukraine.

The principle:

1 euro donated by an employee = 1 euro matched by Orano.



Orano

Giving nuclear energy its full value

Statement of purpose

As a recognized international operator in the field of nuclear materials, Orano delivers solutions to address present and future global energy and health challenges. Its expertise and mastery of cutting-edge technologies enable Orano to offer its customers high value-added products and services throughout the entire nuclear fuel cycle. Every day, the Orano group's 17,000 employees draw on their skills and unwavering dedication to safety and security to develop know-how in the transformation and control of nuclear materials, for the climate and for a healthy and resource-efficient world, today and tomorrow.

Our experience

- A global player spanning the entire nuclear fuel cycle from uranium ore extraction to used fuel recycling
- One of the top 3 global producers of uranium
- World leader in uranium conversion
- No. 3 worldwide in enrichment
- No. 1 global platform for recycling nuclear materials
- Global benchmark MOX fuel manufacturing facility (Orano Melox)
- More than 40 years' experience in nuclear engineering
- French market leader in nuclear dismantling and operational support services
- Global leader in nuclear transport

Our values

- Safety and security
- Continuous improvement
- Customer satisfaction
- Ethics, transparency and dialog
- Respect for people and their development
- Cohesion and team spirit

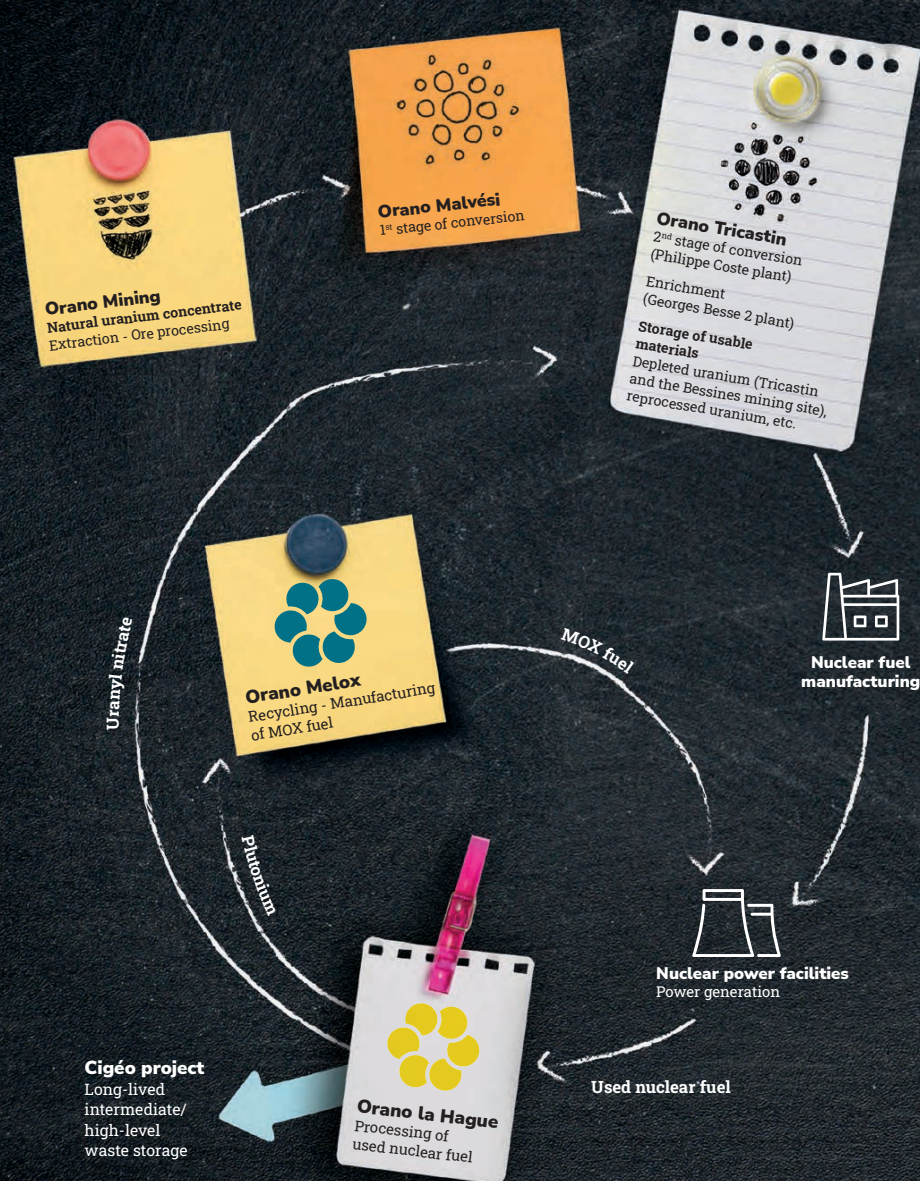
Our areas of expertise

- Nuclear fuel cycle
- Preservation of resources
- Innovation and R&D
- Healthcare
- Recovery of nuclear materials

Our ethics

- A culture of ethics and compliance
- Code of Ethics and Business Conduct
- Ongoing communication, awareness-raising and training activities
- Controls performed in accordance with identified risks
- Whistleblowing system

THE NUCLEAR FUEL CYCLE



Cigéo project
Long-lived intermediate/high-level waste storage

KEY FIGURES

Top 3 worldwide IN OUR KEY ACTIVITIES

€4.2 billion
REVENUE IN 2022

Revenue

FROM MAIN ACTIVITIES
IN 2022

BACK END **€1,762** million

MINING **€1,343** million

FRONT END **€1,111** million

17

INDUSTRIAL SITES
IN FRANCE

€26.1 billion
BACKLOG

> €750 million
NET OPERATING CAPEX
IN 2022

Work safety

OCCUPATIONAL INJURY
WITH LOST TIME
FREQUENCY RATE IN 2022

0.9 (vs. 1.5
in 2021)

OCCUPATIONAL INJURY
SEVERITY RATE
IN 2022

0.04 (vs. 0.07
in 2021)

Human resources

17,000

EMPLOYEES,
INCLUDING **13,500** IN FRANCE

32%

WOMEN ON
MANAGEMENT
COMMITTEES

31%

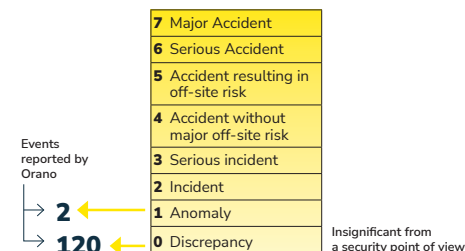
WOMEN
HIRED AS
MANAGERS

5.4%

RATE
OF EMPLOYMENT
OF PEOPLE
WITH DISABILITIES

Security

NUMBER OF EVENTS RANKED
ON THE INES SCALE IN 2022



Environment

393 ktCO₂e

DIRECT AND INDIRECT
GREENHOUSE GAS EMISSIONS
(SCOPES 1 & 2)

1,637 ktCO₂e

INDIRECT GREENHOUSE GAS
EMISSIONS (SCOPE 3)

46%

DECREASE IN GREENHOUSE
GAS EMISSIONS
SINCE 2015 (SCOPES 1 & 2)

31%

DECREASE IN WATER CONSUMPTION
SINCE 2019

OUR ACTIVITIES

As a key player in the nuclear fuel cycle, Orano recovers nuclear materials so that they can contribute to society's development in the field of energy, as well as research in nuclear medicine.



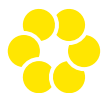
Mining

The Group's mining activities cover the exploration, production and commercialization of uranium worldwide, as well as the remediation of former mining sites. Orano is one of the world's leading producers of uranium.



Uranium conversion and enrichment

With a unique integrated industrial platform and the world's most modern facilities – the Philippe Coste conversion plant and the Georges Besse 2 enrichment plant – Orano is recognized throughout the industry for its technical skills and cutting-edge processes.



Used fuel recycling

Thanks to the performance of its la Hague and Melox sites, the only ones of their kind to operate on an industrial scale, Orano is able to position itself as a key international player in the processing and recycling of used nuclear fuels.



Dismantling and services

With 50 years' experience, Orano is a benchmark supplier in the field of operations support for nuclear sites (work-site logistics, specialized maintenance and radiological security), as well as the management of radioactive waste and dismantling of end-of-life equipment and facilities.



Nuclear packages and services

Throughout the nuclear fuel cycle, Orano provides its unique expertise in the design, certification and production of casks, as well as associated transport operations, whether overland, by sea or by rail, coupled with the very highest level of risk management.



Engineering

Engineering operations span engineering consulting services, contracting and project management assistance, design and construction engineering, plant commissioning and operational support. Teams operate in the Group's own facilities as well as on behalf of external customers in France and worldwide.



Orano Med

Orano Med, a subsidiary of Orano, is a company that brings together biotechnologies and nuclear technology to develop new therapies to fight cancer.

4 industrial platforms

Orano operates some of the most modern facilities in the world, which are recognized by the entire market for their technologies and processes at the cutting edge of innovation.

Orano Malvési



World leader in uranium conversion

500 employees

Helps to supply 180 million households worldwide with low-carbon domestic electricity

Orano Malvési carries out the first conversion phase consisting of purifying the natural uranium ore extracted into uranium tetrafluoride (UF₄). In addition, the site is launching a new unit to supply the Melox facility with uranium dioxide (UO₂) for MOX fuel.



Orano Tricastin



N° 3 worldwide in enrichment

Largest nuclear complex in Europe

2,500 employees

The Tricastin site has two world-class facilities: Philippe Coste (2nd conversion phase) and Georges Besse 2 (enrichment).



Orano la Hague



World leader in recycling used fuel from reactors all over the world

4,000 employees

> 1,000 metric tons of used fuel processed every year

The site offers radioactive material recycling services for future use in new fuels.



Orano Melox



Global benchmark MOX fuel manufacturing site

725 employees

44 reactors worldwide have produced electricity using MOX

The Orano Melox recycling site manufactures MOX fuel assemblies made from mixing depleted uranium and plutonium oxides derived from used nuclear fuel. These assemblies are intended to supply light-water reactors for producing electricity.



Project to extend the Georges Besse 2 plant to increase its enrichment capacities by nearly 30%

The extension of the Georges Besse 2 site would increase its installed production capacity from 7.5 million to 11 million SWU*, with start of production in 2028 and full commissioning in 2030.

The project involves adding four extra modules totally identical to the site's existing 14 modules.

This will enable the facility to reach its maximum production capacity as planned during the design phase in 2004, for a production capacity increase of nearly 30%.

In the current geopolitical climate, this extension aims to contribute to Western energy sovereignty by replacing the supply of Russian enriched uranium and anticipating potential shortages.

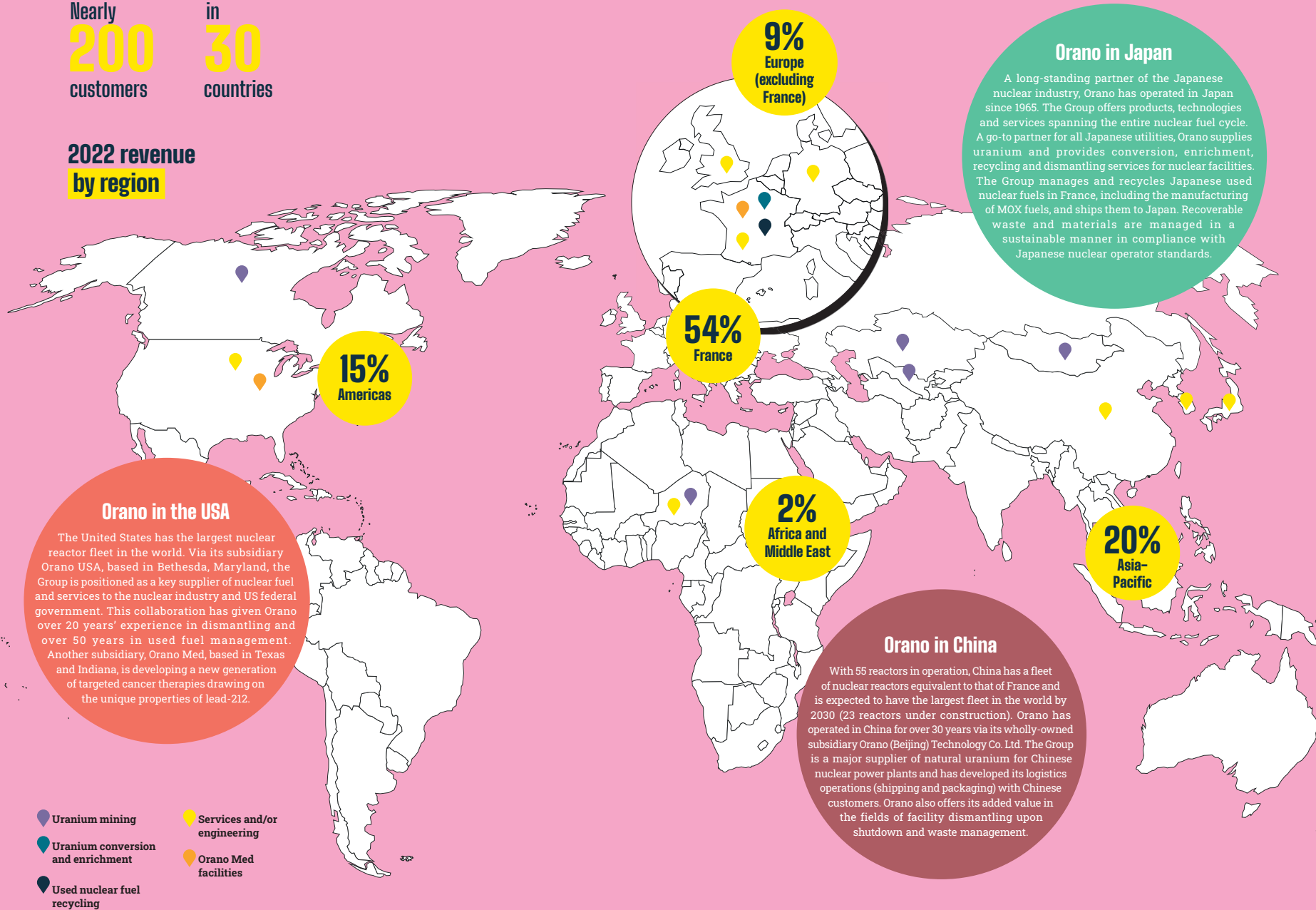
Following a public consultation completed on April 9, 2023, the final decision will be subject to the receipt of customer contracts and approval by Orano's Board of Directors.

* Separate Work Unit: unit used to quantify enriched uranium.

Orano worldwide

Nearly **200** customers
in **30** countries

2022 revenue
by region



Orano in the USA

The United States has the largest nuclear reactor fleet in the world. Via its subsidiary Orano USA, based in Bethesda, Maryland, the Group is positioned as a key supplier of nuclear fuel and services to the nuclear industry and US federal government. This collaboration has given Orano over 20 years' experience in dismantling and over 50 years in used fuel management. Another subsidiary, Orano Med, based in Texas and Indiana, is developing a new generation of targeted cancer therapies drawing on the unique properties of lead-212.

Orano in Japan

A long-standing partner of the Japanese nuclear industry, Orano has operated in Japan since 1965. The Group offers products, technologies and services spanning the entire nuclear fuel cycle. A go-to partner for all Japanese utilities, Orano supplies uranium and provides conversion, enrichment, recycling and dismantling services for nuclear facilities. The Group manages and recycles Japanese used nuclear fuels in France, including the manufacturing of MOX fuels, and ships them to Japan. Recoverable waste and materials are managed in a sustainable manner in compliance with Japanese nuclear operator standards.

Orano in China

With 55 reactors in operation, China has a fleet of nuclear reactors equivalent to that of France and is expected to have the largest fleet in the world by 2030 (23 reactors under construction). Orano has operated in China for over 30 years via its wholly-owned subsidiary Orano (Beijing) Technology Co. Ltd. The Group is a major supplier of natural uranium for Chinese nuclear power plants and has developed its logistics operations (shipping and packaging) with Chinese customers. Orano also offers its added value in the fields of facility dismantling upon shutdown and waste management.

- ◆ Uranium mining
- ◆ Uranium conversion and enrichment
- ◆ Used nuclear fuel recycling
- ◆ Services and/or engineering
- ◆ Orano Med facilities

EXECUTIVE COMMITTEE

as of July 1, 2023



Philippe Knoche
Chief Executive Officer



Nicolas Maes
Operations



Frédéric de Agostini
Nuclear Packages
and Services BU



Pascal Aubret
Performance



Patrick Champalaune
Executive Advisor to the
Chief Executive Officer



David Clavierie
Finance



Hélène Derrien
People & Communications



Guillaume Dureau
Projects, Innovation, R&D,
Nuclear medicine, Magnets
and Batteries BU



Lauree Cazagnes
Health, Safety, Security
and Environment Prefigurator Projects
Industrialization (prototyping)



François Lurin
Chemistry-Enrichment BU



Jean-Christophe Patout
Dismantling & Services
BU



Jacques Peythieu
Customer and Strategy



Xavier Saint Martin Tillet
Mining BU



Corinne Spilios
Recycling BU

Board of Directors

The Board of Directors guides and oversees the Company's actions and performance, and deliberates on strategic and financial decisions.

Composition of the Board of Directors

Claude Imauven
Chairman, independent
director

Philippe Knoche
Chief Executive Officer,
director

French State represented by
Romain Valenty,
director

Directors appointed
upon nomination
by the French State
Philippe Braidy
Anne-Marie Descôtes
François Jacq
Cécile Sellier
Marie-Solange Tissier

Independent directors
Anne-Sophie Le Lay
Patrick Pelata
Marie-Hélène Sartorius

Directors representing
employees
David Lecavelier
Cyrille Vincent

Board Committees

To perform its duties, the Board of Directors is supported by four specialized committees which issue opinions and recommendations to the Board.

Strategy and Investments Committee
Chaired by Claude Imauven

Audit and Ethics Committee
Chaired by Marie-Hélène Sartorius

Compensation and Nominating Committee
Chaired by Marie-Solange Tissier

**End-of-Lifecycle Obligations Monitoring
Committee**
Chaired by Cécile Sellier

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or take part in the dialogue,
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www.orano.group/jobs



orano

Giving nuclear energy its full value