

INTERACTIVE IMPACT REPORT 2021

POSITIVE IMPACT:
THE HEART OF OUR DNA

AXIAN
LET'S GROW TOGETHER

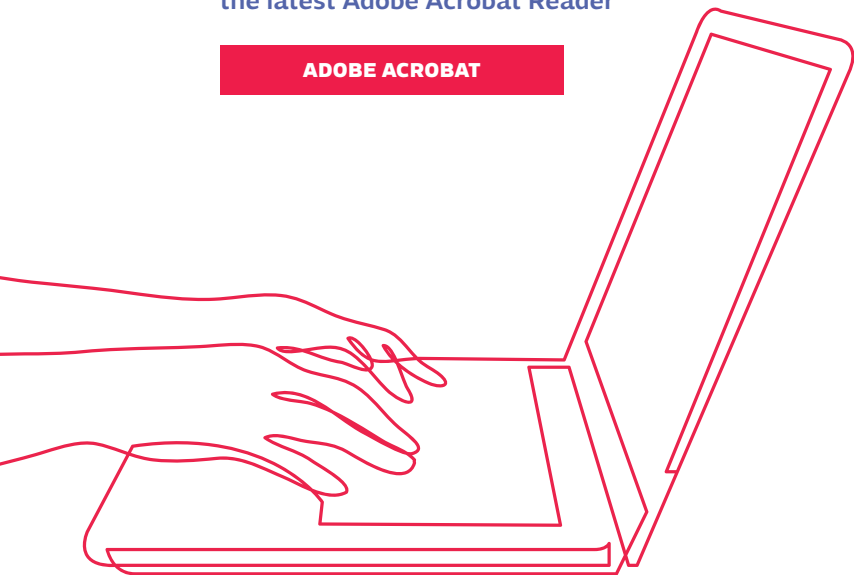


Reading our Report

In line with our commitment to being an environmentally-responsible company, this report is only available through our digital channels.

Click below to download
the latest Adobe Acrobat Reader

ADOBE ACROBAT



This report is interactive.*

You will find the following features in this document:



Home:
takes you back to
the table of contents

**Access to additional
information**
via embedded weblinks



Videos:
Links to view explanatory
videos on our group

*The use of these interactive features requires an [internet connection](#).

TABLE OF CONTENTS



SHORTCUTS TO SECTIONS

CEOs' message



AMIN HIRIDJEE



HASSANEIN HIRIDJEE

Greetings to each and all.

When we joined the UNGC initiative, we made a commitment to acting every day in service to advancing the Compact's Sustainable Development Goals (SDGs) in all that we do as well as our group strategy. In this second edition of the AXIAN Group's Impact Report, we lay bare our commitments and our achievements in the social, economic and environmental spheres of our markets.

We laid out a groupwide strategy that enlisted a commitment from all of our subsidiaries, irrespective of its sector of activity. Our employees—our people—are at the heart of this strategy and are also the driving force behind our advancement. We take this occasion to thank them sincerely for their dedication to our vision: to set the standard across Africa with AXIAN's positive impact on the day-to-day lives of as many people as possible.

As Madagascar's UNGC ambassador and a founding member of the Global Compact's Indian-Ocean Local Network, we hope that what we share and what we do inspire all of our stakeholders and raise awareness on the importance of transparency in business to ethical, inclusive and sustainable growth.

We wish each and every one of you a pleasant reading and hope that this report will both stress the urgency of and inspire you to put sustainability on equal footing with profitability.

AMIN HIRIDJEE
CEO

HASSANEIN HIRIDJEE
CEO

Impact Director's statement



FANILO RAKOTOVAO
SOCIAL IMPACT DIRECTOR, AXIAN GROUP

Dear all,

Sustainable development is only possible across Africa if done in collaboration with the private sector. As an ethical business, AXIAN aims to demonstrate its leadership through impactful, concrete and measurable action. More than creating a Social Impact Management team, this initiative requires the commitment of all stakeholders—starting with the greatest champions of AXIAN's vision: its people. Its urgency is also why we developed an Impact Scoring system to gauge our subsidiaries' socio-economic contributions; today, even performance appraisals within our group examine impact and the Group Internal Audit Department has proven to be a first-rate partner in implementing this new system.

Our Impact Ambassadors--employees who relayed and championed our impact strategy across all of our subsidiaries--helped us progress rapidly towards our goal: being able to measure our groupwide impact on the world around us.

After its successful deployment in Madagascar, this year we are proud to expand its scope to other countries where we operate, namely Comoros, Togo and Senegal. In 2022, we aim to incorporate all of our suppliers and service providers into this Impact mission; and, where relevant, perhaps even seek specialized certifications for some of our subsidiaries.

We remain committed to our mission, because we firmly believe that what we do today will change Africa tomorrow—for the better!

FANILO RAKOTOVAO
SOCIAL IMPACT DIRECTOR, AXIAN GROUP

WHO WE ARE



SHORTCUTS TO SECTIONS

AXIAN, A FIRST-RATE INVESTOR SERVING SHARED PROSPERITY ACROSS AFRICA

Born in Madagascar 150 years ago, AXIAN is a pan-African group specialised in 5 high growth potential sectors, namely: real estate, telecoms, financial services, energy and open innovation & fintech.

With more than 5 000 staff in the Indian ocean and in Africa, we act as a partner in the economic transformation of emerging countries. We systematically ensure that our activities have a lasting and positive impact on the daily lives of as many people as possible



+5 000
employees in Africa
& the Indian Ocean



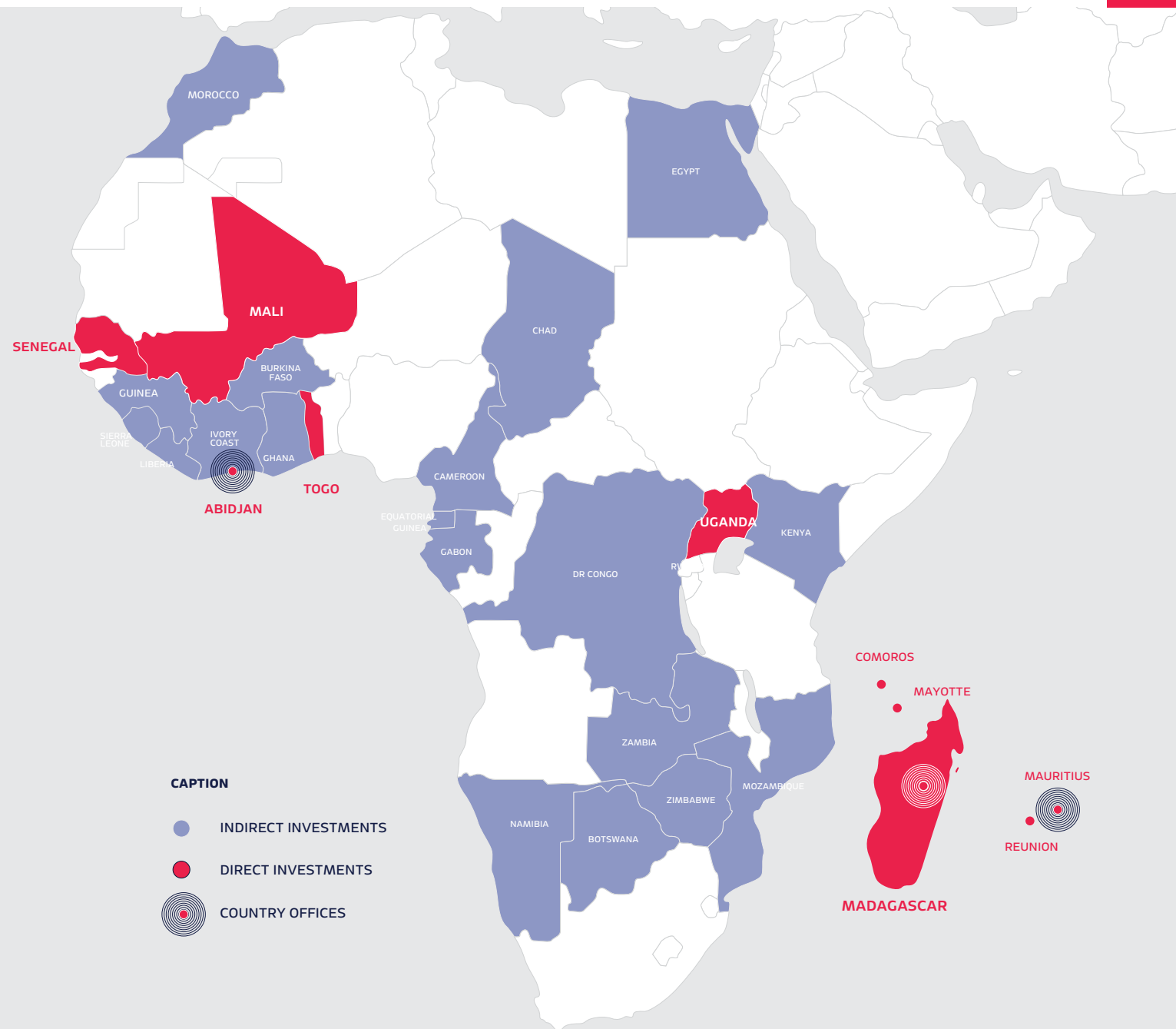
5
business
sectors



32
companies

Our presence in Africa

Today, AXIAN operates whether directly or indirectly across **28 countries** in the Indian Ocean and the African continent.

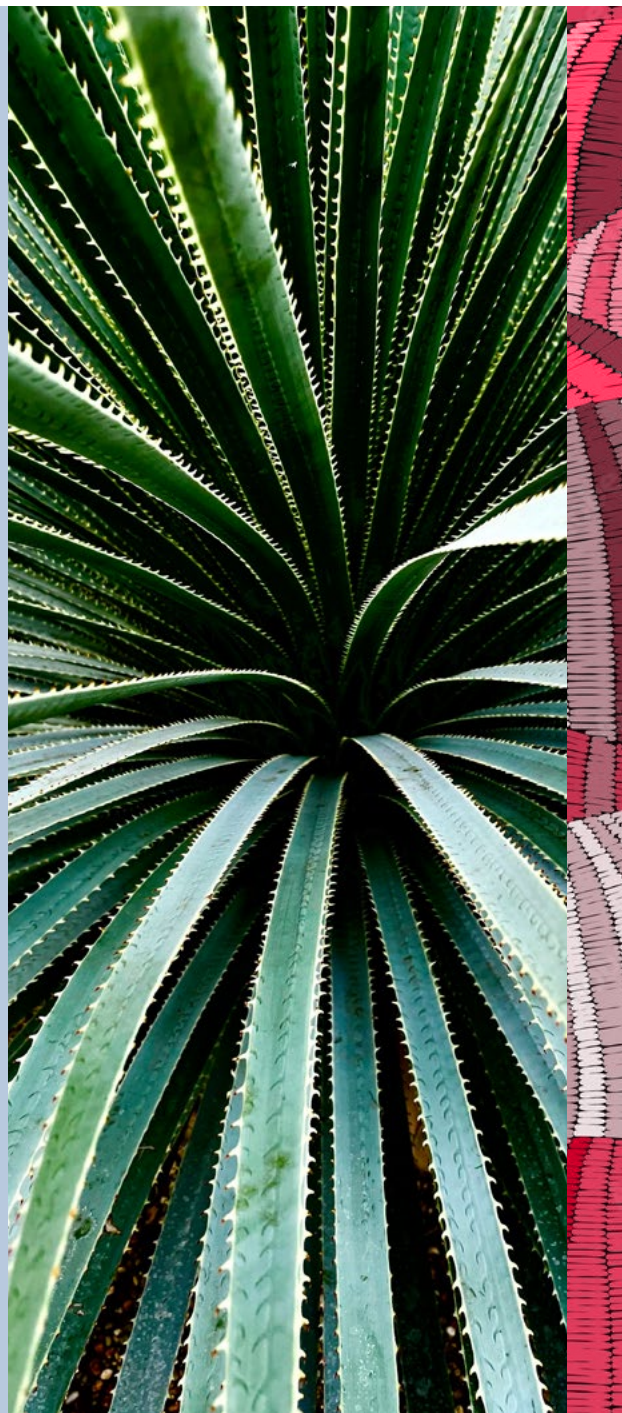


Our vision

Our continent **wants the best** for its future generations.

Our mission

To champion **energy, digital and financial inclusion** for all by creating a positive impact in industries with high growth potential.



Our Clusters

5 clusters comprised of 32 subsidiaries.

AXIAN ENERGY

LET'S RENEW ENERGY

To innovate and bring about energy solutions that are cleaner, more sustainable and accessible to all.



AXIAN FINANCIAL SERVICES

LET'S ACCESS FINANCE

To offer financial services and solutions that are both innovative and tailored to clients' needs to finance them now and help build their future.



AXIAN OPEN INNOVATION & FINTECH

LET'S CREATE

To design and deploy new ideas that will transform the economies of the future into more innovative and inclusive markets.



AXIAN REAL ESTATE

LET'S BUILD

To build residential and tertiary real-estate projects that are designed for the wellbeing of their occupants while adhering to the strictest international norms and standards.



AXIAN TELECOM

LET'S CONNECT

To advise companies and offer them the latest digital innovation while allowing our communities to be connected to their loved ones and the world.





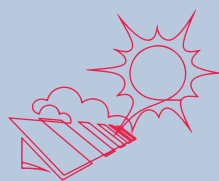
Key Figures

1,3 Bn USD
Turnover in 2021

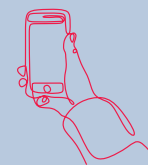
First-rate investor with over
1 Bn USD
invested across all operations

+5000
employees

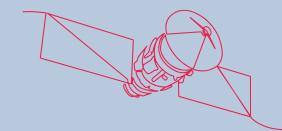
18 M
mobile subscribers across
Africa and the Indian Ocean



80%
of solar energy
production in
Madagascar



N°1
Mobile-money
operator in
the Indian
Ocean



N°1
in the Indian
Ocean's
telecoms
industry

Our vision of impact

Why does AXIAN create positive impact? At AXIAN, « Doing good and doing it well » has become a guiding philosophy—not just for our business practices but also for our social and environmental commitments.

We remain fully aware that the growth and continuity of our activities only remains possible if we maximize the positive effects and mitigate the negative effects of all that we venture to create. That is what we call « positive impact ». We are more committed than ever to honouring that mission

We always aim to prove it and we strive to bring it to life in all that we do, thus contributing to a better day-to-day life and a better future for all.



DISCOVER AXIAN'S CONCEPT OF POSITIVE IMPACT VIA THIS VIDEO

<https://www.youtube.com/watch?v=OGM-BeFm2Bc>



Our model relies on creating positive impact and shared value

Our products, services and infrastructure are envisioned, designed and rolled out to meet the needs of the markets we serve.

We are redefining our value chain and our partnership strategy to drive economic and social development.

We are also acting in support of an entrepreneurial, learning-based culture that empowers people to grow professionally by promoting trainings and the acquisition of new skills.



Our agile business model repose on flexibility and cross-fertilization of our business lines

We foresee changes, innovate and tailor our services to different markets and audiences through our cross-functional business lines in Energy, Real Estate, Innovation & Fintech, Financial Services and Telecoms.

We bring together our knowledge, resources, methodologies and best practices to create cross-fertilization throughout the Group's business processes. We thus promote operational excellence, create new opportunities and provide solutions tailored to changing uses and needs of our markets.



Our model leverages innovation and digitalization

For us to become an African game-changer, we focus on several challenges linked to the evolution of our services, our environment, our organisation and people's consumption habits on the continent.

We are bringing about transformations in our sectors of activity in order to provide state-of-the-art technologies and innovations.

Our positive impact in figures



The AXIAN Group
is a **member**
of the UNGC



203 900
jobs reliant on AXIAN
operations and investments
in Madagascar

-7%
CO₂ emissions per employee
(2019 to 2020)

Fiber-optic infrastructure
that connects
40
call centers and support over
25 000
jobs

Electrified
35
remote villages electrified
in Madagascar
5
villages in Mali

3 000
micro-finance beneficiaries

34 000
tons of CO₂ emissions sequestered
by the Ambatolampy solar power plant

30 000
people connected
in rural areas

49 000
hours of training
delivered in 2021

1st
pan-African conglomerate
to conduct a 3-year scope-3
carbon audit

22
incubated start-ups

Contributed to
4,4%
of Madagascar's GDP

OUR COMMITMENTS TO THE UNGC



SHORTCUTS TO SECTIONS

Our Commitments

Human Rights

SDG



Principle 1: Companies are encouraged to promote and respect international law pertaining to Human Rights.

Principle 2: Companies are encouraged to maintain vigilance so as to avoid becoming accomplices to human-rights violations.

With regards to human rights, AXIAN has enacted a sturdy HR policy that empowers both men and women, and aims to leave no-one behind. Through its ethics and deontological policy, the group also continues to reiterate its commitment to the UNGC program through actions that enshrine integrity, ethics and professionalism. All AXIAN employees are required to apply this approach in their work, decision-making and relationships, both among AXIAN personnel and with stakeholders.

The AXIAN Group continues to act in accordance with international law on human rights and existing local laws and regulations. Going beyond the free medical services made available to AXIAN employees and their families during the COVID-19 pandemic, AXIAN has also implemented all measures that are necessary to protect them from COVID-19. In line with this commitment, the group also facilitates access to diagnostic tests such as RATs and PCR tests for its staff through its health service, who have also been responsible for AXIAN's internal vaccination campaign. Furthermore, AXIAN mobilized the required resources to establish a COVID-19 treatment

centre to help its employees who were suffering from COVID-19 symptoms.

In accordance with prevailing laws and regulations, AXIAN enforces all applicable Labour-Code dispositions pertaining to maternity leave, breastfeeding and nursing, as well as pregnant women's wellbeing, all while maximizing the wellbeing of its employees as a whole with relaxation spaces, cafeterias and sports facilities. In addition to its Labour-Code, the AXIAN Group has also opened a nursery that can welcome babies up to 14 months old.

AXIAN GROUP'S DAYCARE CENTER

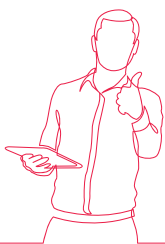


A VACCINATION CENTRE OPENED AS PART OF THE VACCINATION CAMPAIGN AGAINST COVID-19

Our Commitments

International Labour Law

SDG



Principle 3: Companies are encouraged to observe workers' right to unionise and recognize their right to negotiate collectively.

The AXIAN Group favours stakeholder and employee dialogue to identify and integrate stakeholders' input into the organisation's broader growth. Such consultations were put in place with the goal of producing constructive, honest but respectful exchanges between staff representative and subsidiaries' management, such as staff syndicates, dedicated committees and appointed staff representatives.

All workers in the AXIAN Group can initiate conversations on professional matters freely (skill-sharing, sharing experiences, etc) via our social intranet, CHARLIE. However, all online communities on CHARLIE are required to adhere to ethical and moral considerations when using the platform. Regular Toolbox workshops also take place to smoothen the passing-on of useful information on mission completion/ achievements, discussions on staff welfare via discussions and exchanges, etc.

Themes that were addressed this year during Toolbox workshops are:

- **March 2021:** capitalisation ACT program and the AXIAN Foundation
- **July 2021:** Professional recognition program
- **August 2021:** Internal COVID-19 vaccination campaign
- **October 2021:** Quality-of-working-life program and employer commitments
- **December 2021:** Handing-over of TOM Survey

Principle 4: Companies are invited to contribute to eliminating all forms of forced or compulsory labour.

The contract is formed by a voluntary, mutual commitment by both parties with a presumption of consideration, and acceptance is given freely by incoming employees. The group's employees are also free to terminate their contract. However, all departing employees are obliged to do a complete and thorough hand-over before their departure if requested to do so.

Principle 5: Companies are encouraged to abolish child labour in all forms.

All new hires must provide a certified national identity card before signing an indefinite or fixed-term contract—this ensures that all AXIAN-Group employees have reached majority age. AXIAN and its subsidiaries have committed to a minimum age to work at AXIAN of 18 years; this includes part-time employees, interns or apprenticeships.

Principle 6: Companies are encouraged to eliminate all forms of workplace discrimination.

Our people are diverse and are employed without prejudice of any form on race, colour, gender, language, religion, political affiliation; both in professional terms (compensation, work hours, leaves) and social terms (social security, job satisfaction and security, etc.).

Each of the AXIAN Group's companies provide its employees with the necessary tools to accomplish their duties.



SÉANCE DE
TOOLBOX

Our Commitments

Environment

SDG



TRANSITIONING TOWARDS SUSTAINABLE ENERGY



Principle 7: Companies are encouraged to apply a cautious approach to environmental issues.

In our day-to-day operations, AXIAN subsidiaries apply operational, strategic and HSE risk management strategies and systems in line with ESG standards set by sponsors, partners and stakeholders through dedicated policies and processes. Our social and environmental risk-management framework allows us to be proactive in mitigating risks that are inherent to operations by mapping them, monitoring them and creating contingencies that minimize, address or mitigate them accordingly.

This management system also allows us to allocate resources in the best possible way to attain the environmental objectives we have set.

Every project includes an environmental impact survey. Depending on the project (applicable laws and regulations, scope, location), such a survey can take the form of an environmental-impact survey, an environmental-protection program or a legally-prescribed format that demands certain criteria be met.

The cautious approach required by Principle 7, as evidenced by our risk-management strategy, is part of the commitments that are further discussed in the AXIAN Group's Health-Safety, Security, Environment and Social (HSES) policy.

Principle 8: Companies are encouraged to form initiatives that lead to a greater sense of responsibility regarding our environment.

The AXIAN Group and its subsidiaries demonstrate their corporate social and environmental strategy by following up and reporting on their delivery regarding targets set by relevant stakeholders (partners, authorities, sponsors, ...).

Compliance with applicable regulation is mandatory for companies' continuity; as such, the risk-management system's adoption also allows for compliance risk management and makes possible the identification and remediation of compliance issues.

In order to align our group with international best practices, AXIAN decided to adopt the International Finance Corporation (IFC)'s E&S performance standards and the sector-wide directives of the World Bank Group, allowing us to:

- Implement subsidiary-level waste management plan for specific dangerous waste and by-products of operations.
- Implement more effective office-waste management for recyclables.
- A plan to track key environmental and social indicators of success.
- Continuously improve E&S performance.
- Create a management plan to map our group and subsidiaries' HSE appraisals for partners and service providers.

The group and its subsidiaries have high expectations from partners, suppliers and service providers regarding professional ethics and compliance with applicable labour law. The code of conduct for suppliers is a mandatory document for all suppliers and providers of the group to adhere to, and was drafted with the UNGC's Ten principles in mind.

Principle 9: Companies are encouraged to favour and bring to-market technologies that are eco-friendlier.

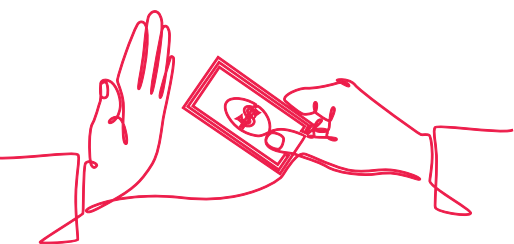
Our subsidiaries implement projects to lead their own transition towards cleaner sources of electricity, at times calling upon the AXIAN Group's energy-specialised cluster's know-how to do so:

- **100%** of fuel-stations built in or after 2021 are **fully solar-powered**. Out of a total of 102 fuel stations, **22 are now solar-powered**.
- **62%** of our **telecom towers** throughout Madagascar are powered by **renewable energy**, including **840 that are 100% solar-powered**.

Our Commitments

Fighting Corruption

SDG



2020	2021	2022
Deployment of the Anti-Corruption Code	<p>All initiatives in 2020 were maintained and followed up on. We also added the following anti-corruption mechanisms :</p>	ISO 37001 PECB Training for the DAIG staff via AXIAN University
Application of the Code by CEOs within their scope		Shoring up of anticorruption mechanisms by equipping vulnerable staff (sales, purchasing, ...) with online trainings to help them be evermore aware of the consequences of corporate fraud
Raising awareness among employees + employee signature		
Information on any of the group's commercial partners + commitment to adhering to the code	Recruited M. Amadou Fall as Compliance Officer & Regulatory Telecom and Fintech Innovation	Validation of a Group Internal Audit Plan including DAIG team, as per investor requests
Video awareness campaign	Whistleblowing : resharing of the video portraying risks and consequences of corporate fraud	Creation of a map of corruption risks that must now be reviewed by the Group Risk & Audit Committee
Deployment of relevant reporting procedures		
Completion of audits targeting fraud cases and investigations of tips received	Measuring awareness campaign effectiveness : anti-corruption online quiz + e-quiz results + employee feedback	<ul style="list-style-type: none"> - identify operations and procedures most prone to corruption - Analyse for accuracy - Measure maturity and effectiveness of anticorruption mechanisms - Formulate an action plan to maintain momentum in anticorruption efforts
Group Risk and Audit Committee		
Corruption prevention toolbox workshop alongside HR management.		

SDG Ambition Accelerator

SDG Ambition is a six-month accelerator program that aims to challenge and support companies that participate in the UN Global Compact (UNGC) by defining ambitious corporate objectives and accelerating the integration of the Compact's 17 Sustainable-Development Goals (SDGs) into participants' strategic decision-making. SDG Ambition allows companies to transcend modern-day progress to date and catalyse disruptive, transformative change by unlocking commercial value, bolstering business resilience and enabling long-term growth.

Our Group Social Impact Team completed this training between October 2021 to May 2022, with the support UNGC Local Network France.

Our Group Social Impact Team also contributed actively to mobilising our peers across the Indian Ocean.



IN THIS VIDEO, OUR IMPACT DIRECTOR EXPLAINS AXIAN'S POSITIVE IMPACT



Global Compact
Network Mauritius



Global Compact
Network Indian Ocean Region

Join me at
"Mobilizing Indian Ocean
Businesses for Impact"

24 NOVEMBER 2021



FANIHO RAKOTOVAO RAKOTOARISON
Directeur Impact Social
AXIAN Group

VIRTUAL EVENT

REGISTER NOW



Impact Scoring

A) OBJECTIVE

We broke our impact vision down into several concrete actions and initiatives via our Scoring system so that we are able to measure, monitor and improve our impact achievements. The Impact Scoring system will allow us to share our impact culture within our group and to our operating environment so that all AXIAN staff can contribute in their own way.

B) PARTICIPANTS

The companies that partook in 2021 are: TELMA, CONNECTEO, TOM, BNI, IORS, MVOLA, PULSE, NEXTA, JOVENA, EDM, GES, WELIGHT, FIMMO, SGEM. Additions in 2022: TOGOCOM, FREE SENEGAL, TELMA COMORES. AXIAN's other subsidiaries will be integrated gradually in the coming years.

The impact-scoring grade concerns all who work at the company (from the CEO to all non-managerial staff).

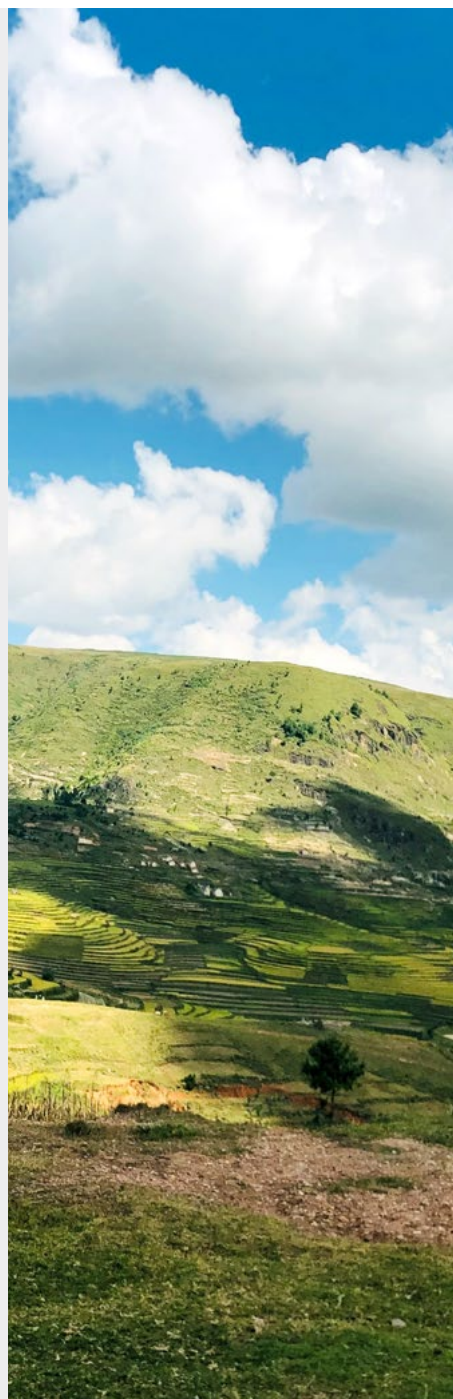
C) TIMELINE

At the beginning of the year, a list of impact objectives that had been approved by all executive-level managers is compiled. The scoring addresses the four key pillars of AXIAN's impact: **talent & entrepreneurship; communities & Inclusion, Innovation & Infrastructure, and the environment.**

All employees are responsible for contributing the completing their employer's impact objectives throughout the year, followed by an end-of-year evaluation to take stock of the impact achievements to date. Supporting documentation for each achievement is audited and eventually, the team is able to generate a cumulative impact score for each subsidiary.

D) NOTATION

The impact score is part of the components weighed during every AXIAN employee's yearly performance appraisal. One subsidiary's score is applied to all employees of that subsidiary in that respect, from CEO to non-managerial staff.



4 STRATEGIC PILLARS

1. TALENTS ENTREPRENEURSHIP & SKILLS



2. COMMUNITIES & INCLUSION



AXIAN IMPACT SCORING

3. INNOVATION & INVESTMENT



4. ENVIRONMENT & CLIMATE



Our 4 strategic pillars through measurable objectives

The Impact Scoring system was developed alongside international experts in relevant fields, and quantifies actions across 4 areas, which the group has designated as strategic pillars:

1 Talents : Entrepreneurship & Skills

SDG



At AXIAN, improving our employees' and stakeholders' day-to-day lives and contributing to their wellbeing are priorities! We are committed to acting to improve these for future generations as well, and want AXIAN to be an inspiring role model for our youth and attract our continent's most promising professionals. Supporting our employees' learning is also crucial to AXIAN, as it will help them grow and find fulfilment at work.

To this end, we follow these objectives closely:

- The subsidiary contributes, whether directly or indirectly, to local entrepreneurs' growth ;
- The subsidiary supports the entrepreneurial environment by advocating for businesses' formalisation, improved social cover, the creation of codes of conduct for suppliers and service providers that bolster the adoption of the SDGs ;
- The subsidiary participates in local job creation while also observing the principles of gender equality and equity, all while maximizing employees' wellbeing;
- The subsidiary nurtures skills and leadership internally ;
- The subsidiary fights corruption.

2 Communities & Inclusion

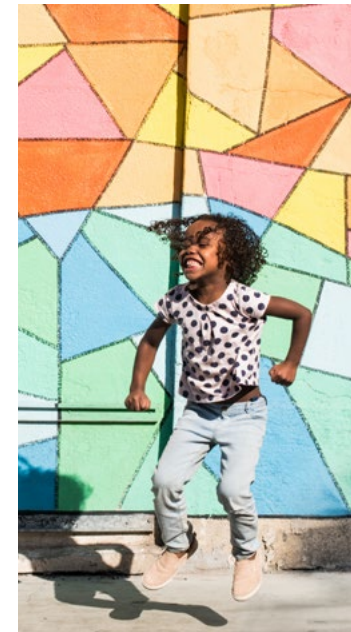
SDG



Providing universal access to our energy, financial and digital solutions while also fighting geographic inequalities allows us to ensure more inclusive economic growth. To us, the best way to grow is progress that leaves no-one behind.

To this end, we follow these objectives closely:

- The subsidiary facilitates access to basic or essential products and services ;
- The subsidiary serves low-income or isolated communities ;
- The subsidiary has adapted offers and programs for low-income or isolated communities ;
- The subsidiary monitors its impact on low-income and/or isolated communities and engages in social actions to assist them ;



Our 4 strategic pillars through measurable objectives

The Impact Scoring system was developed alongside international experts in relevant fields, and quantifies actions across 4 areas, which the group has designated as strategic pillars:

3

Innovation & Investment

SDG



To succeed in becoming an African game-changer, we are responding to multiple challenges such as: the transformation of our offers, our environment, our organization and the consumption patterns of the continent's communities. And for that, we must build and manage infrastructure that is and will become part of the backbone that supports our developing countries' economic growth. **AXIAN contributes to Africa's development** by actively contributing to the growth of countries with high-growth potential in our countries.

To this end, we follow these objectives closely:

- The subsidiary deploys innovative solutions for its clients to promote sustainable development ;
- The subsidiary engages with its stakeholders ;
- The subsidiary contributes strongly to investments and the attractiveness of their markets and favours long-term partnerships ;
- The subsidiary implements quality best practices.

4

Environment & Climate

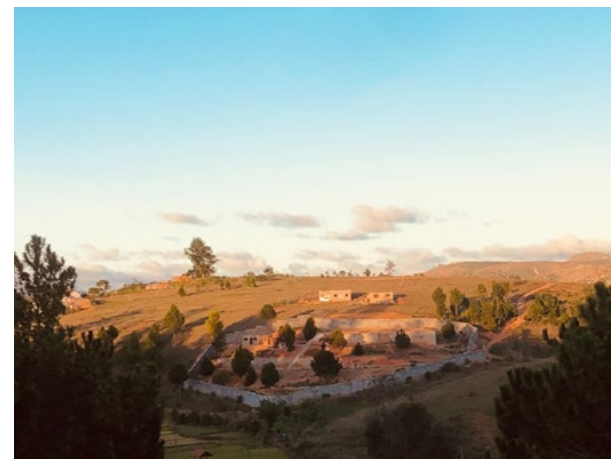
SDG



AXIAN will align with the global climate-change strategy. We have already started and will continue to monitor our Greenhouse Gas (GHG) emissions through Scope-3 carbon audits. We aim to report transparently on the audit's findings and maximise our efforts to reduce them. AXIAN is creating solutions that will help us become **leaders in the energy transition** of the countries that we operate in while also contributing to maintaining local carbon sinks.

To this end, we follow these objectives closely:

- The subsidiary manages its carbon footprint (water, electricity, fuel, waste) ;
- The subsidiary is increasing its usage of renewable, eco-friendly electricity ;
- The subsidiary earmarks funds to invest carbon sinks and help maintain the environment.



2021 Impact Scores Summary

CLUSTER	COMPANY	IMPACT SCORE
FINANCE	BNI	71%
	IORS	67%
TELECOM	TELMA	75%
	CONNECTEO	74%
	TOM	76%
OPEN INNOVATION & FINTECH	MVOLA	91%
	PULSE	75%
	NEXTA	80%
REAL ESTATE	FIMMO	44%
	SGEM	41%
ENERGY	JOVENA	69%
	EDM	62%
	WELIGHT	90%
	GES	56%

Group Internal Audit in the confirmation process of impact milestones

A. CONTEXT

An audit of Impact Scores and flagship projects was launched this year for every subsidiary in the scope of this initiative.

B. AUDIT SCOPE

The Impact Management team worked with the Group Internal Audit (GIA) team to execute each audit. Each of the group's subsidiaries will now be audited on a yearly basis and the Group Internal Audit team will draft an audit report as the principal deliverable upon completion of the audit.

After the GIA Impact audit, Impact Scores are given to each of our subsidiaries by the Impact Management team and validated by the group CEO.

C. OBJECTIVES OF THE AUDIT

- To ascertain all subsidiaries' impact milestones and achievements' coherence with their respective impact self-assessments and commitments.
- To create a reliable archive that demonstrates the effectiveness of each subsidiary's impact initiatives and can be consulted by our partners.
- To identify areas where improvements or corrective actions are needed. The audit is meant to be a tool for progress, its objective being to help improve our impact measurement and scoring system over time.

Impact Ambassadors for subsidiaries

Seeing that creating a positive impact demands constant improvement and commitment, it is important that this mission be championed within by Group employees who align with it. As such, we have appointed one Impact Advocate in every group subsidiary, whose role is to compile all impact-related data in his/her subsidiary and compare it to all relevant commitments and objectives.



TELMA

**CHRISTÈLE
RABENJAMINA**
CSR & IMPACT
DIRECTOR



TOM

**HERIMANITRA
RANAIVONANTENAINA**
SALES
MANAGER



CONNECTEO

**LALARISOA
LIVANIRINA**
SALES
MANAGER



TOGOCOM

**DANIEL K.
BOUDIMA**
PROJECT MANAGER
REPORTING TO
TOGOCOM CEO



TELMA COMORES

**KARIM ATTOUMANI
MOHAMED**
HSE AND DR
MANAGER



FREE SENEGAL

**ALAMA CISSE
STEPHEN**
CSR AND INTERNAL
COMMUNICATIONS
MANAGER



FIRST IMMO

**ANDRI
RANDRIAMANDIMBLAZA**
COMPENSATION &
EMOLUMENTS MANAGER



JOVENA

**LANTOSOA
ANDRIAMBOLOLONJIVA**
STANDARDS AND
CERTIFICATIONS MANAGER



EDM

**LOVA
RAKOTONJANAHARY**
DIRECTOR OF MANAGEMENT
CONTROLS—PMOS



GES

**MICHAEL
RAMIARINTSOA**
HSE MANAGER



WELIGHT

**TSANTA
RABEKOTO**
ENVIRONMENT & SOCIAL
MANAGER



BNI MADAGASCAR

**BARIJAONA
RAMAHOLIMIHASO**
ADVISOR TO THE MANAGING
DIRECTOR



IORS

**SIMONE
ANDRIAMAHEFA**
COMPENSATION &
EMOLUMENTS MANAGER



SGEM

**JOANNA
ARIJAONA**
HEAD OF DEPARTMENT,
FACILITIES MANAGEMENT



MVOLA

**MANDIMBY
RATSIOMPATRARIVO**
IMPACT AND CSR
COORDINATOR



NEXTA

**MAROSOA
RANDRIAMBOLOLONA**
TRAINING
MANAGER



PULSE

**ELIA
RAJOELINARIVO**
DIRECTOR OF
MANAGEMENT CONTROLS—
PMOS

IMPACT AT AXIAN



SHORTCUTS TO SECTIONS

Impact at AXIAN

UTOPIES®

AXIAN works with UTOPIES, France's top sustainable-development strategy consultancy, to map the group's socio-economic and environmental impacts.

CUMULATIVE IMPACT IN MADAGASCAR • EMPLOYMENT CREATION PER SECTOR OF ACTIVITY

How do we support the economy ?

In 2020, the AXIAN Group supported 203 900 full-time jobs

ECONOMIC IMPACT OF DAY-TO-DAY OPERATIONS : 76 350 FULL-TIME JOBS
(69 060 in 2019)

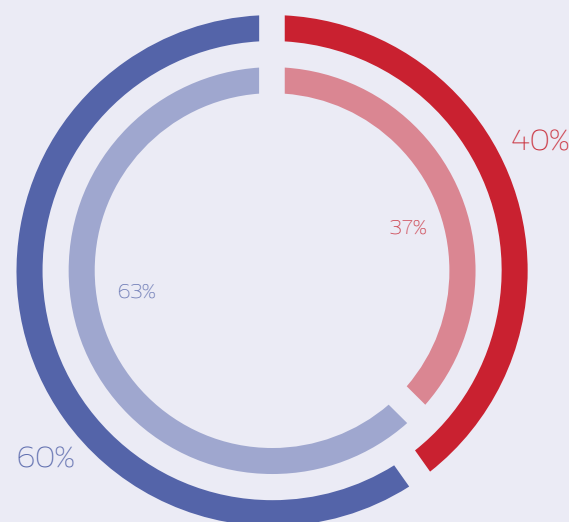
These are jobs created by :

- The AXIAN Group's purchasing expenses
- Remunerations disbursed to AXIAN-Group employees
- Remunerations disbursed to employees across the AXIAN Group's supply chain
- Taxes paid by companies and employees that rely on household spending
- Taxes paid by AXIAN, its employees and employees dependent on AXIAN's supply chain, and household consumption

ECONOMIC IMPACT RELATING TO ADVANCES AND FINANCING (BNI AND MVOLA) : 127 550 FULL-TIME JOBS
(102 740 in 2019)

These are jobs created by :

- Financing and loans disbursed by MVOLA and BNI
- Remunerations disbursed to employees of companies that benefitted from BNI/MVOLA financing
- Taxes paid by companies and employees that are dependent on household consumption
- Taxes paid by companies and employees that are dependent on the supply chain of companies that are beneficiaries of BNI/ MVOLA financing



203 900 jobs created
by AXIAN's operations and financing in Madagascar
171 800 in 2019 (inner circle)

- Economic impact tied to group day-to-day operations
- Economic impact tied to financing disbursed by BNI and MVola



Impact at AXIAN

SOCIO-ECONOMIC IMPACT OF AXIAN OPERATIONS AND FINANCING

**203 900
jobs created**

by AXIAN's operations and
financing in Madagascar

or **1,4%** of the economically-
active population

[vs. 171 800 in 2019, or 1.2%]

**Job creation
multiplier
x 57**

for every direct AXIAN
employee, **56 additional
jobs** are created across
Madagascar

**610 M \$
of GDP
produced**

or **4.4%** of Madagascar's
national GDP

[vs. 530 M \$ in 2019, or 4% of GDP]

**127 550
jobs**

directly tied to BNI
and MVOLA financing
disbursements

WHAT ARE WE TALKING ABOUT ?

AXIAN's presence in Madagascar is operational:

It sustains the economy through the spending (purchases, salaries, taxes, value creation) of its subsidiaries over the financial year.

Financing:

These are financial resources in the form of advances and loans disbursed in 2020.

The jobs created are full-time equivalents:

These are jobs that are dependent on AXIAN's day-to-day operations (employees and contractors, both public and private, that are 100% dependent, expressed in total years employed and calculated using basic hypothesis of standard time spent at work per year.

GDP Creation/ Contribution to GDP (€):

An economic indicator of value creation that measures AXIAN's contribution to the value of goods and services produced on Malagasy soil.

Job creation multiplier:

The ratio between jobs created by the economic activity of AXIAN and its subsidiaries and the number of people directly employed by them.

Economically-active population:

The share of people between 15 and 64 years of age and is economically active, meaning all persons able to provide work towards the production of goods and services over a given period of time. In 2019, Madagascar's estimated economically-active population was 13.8 million people.

Impact at AXIAN

A higher carbon footprint but decreased emissions per employee or per \$ of value added

↑ +1%

GROSS

329 321 tCO₂e

by AXIAN's operations

[vs. 326 680 tCO₂e in 2019]

↓ -7%

EMISSIONS PER CAPITA

92 tCO₂e

per AXIAN employee *

[vs. 100 tCO₂e in 2019]



↓ -13%

EMISSIONS PER CAPITA

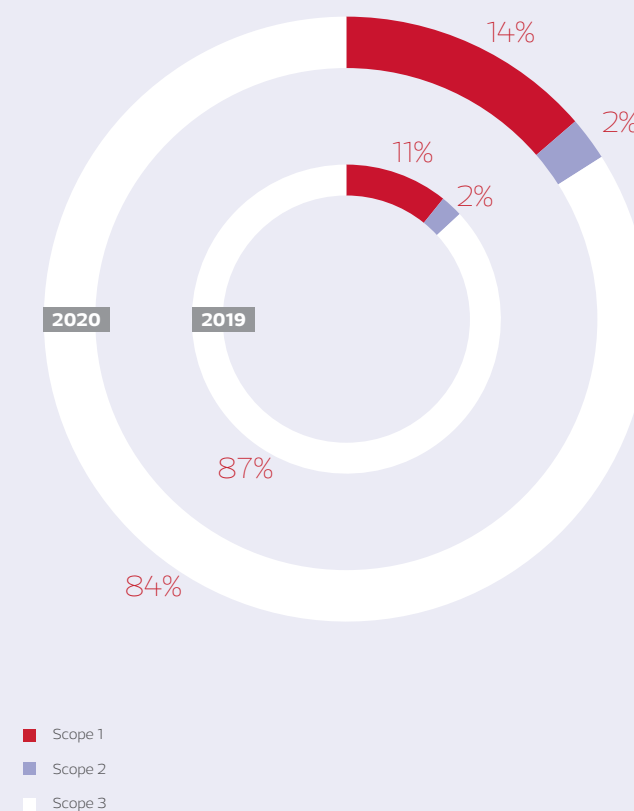
1,9 tCO₂e

per \$1,000 of value creation

[vs. 2,1 tCO₂e in 2019]



CO₂ emission per scope **



* Based on estimate of 3,561 full-time jobs in 2020 [vs. 3,279 in 2019]

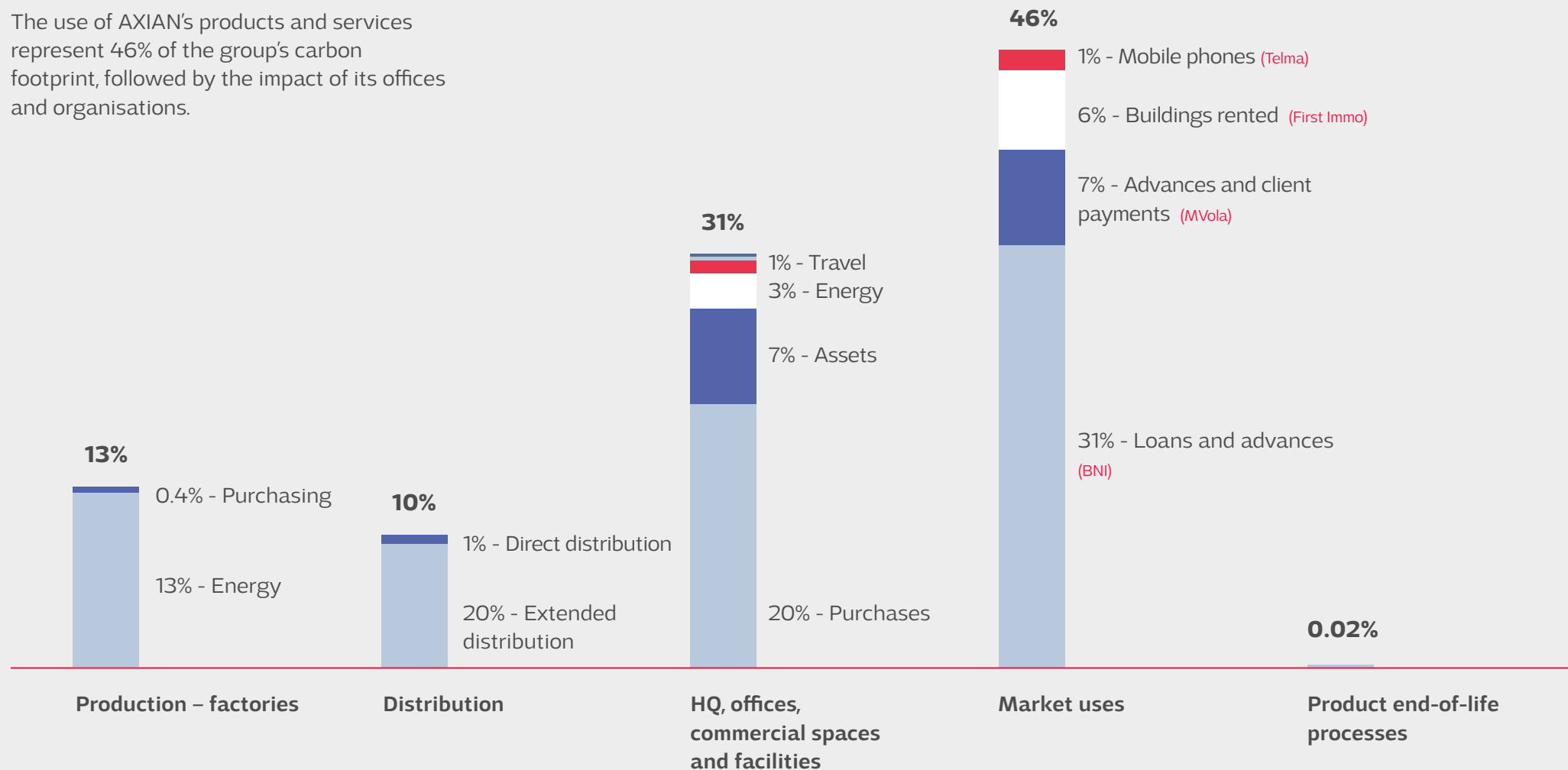
** Considered under scope 1: 100% of gasoil used by factories, wood and gas, solar power, commutes and transport for professional purposes by car and by motorcycle and commutes to work with AXIAN vehicles.

Considered under scope 2: 100% of electricity consumption (excl. solar).

Considered under scope 3: All other.

Impact at AXIAN

The use of AXIAN's products and services represent 46% of the group's carbon footprint, followed by the impact of its offices and organisations.



AXIAN works with UTOPIES, France's top sustainable-development strategy consultancy, to map the group's socio-economic and environmental impacts.

Talent & Entrepreneurship



Gender Equality

AXIAN is committed to feminisation as part of its corporate strategy, once again demonstrating its commitment to positive impact and inclusion.

Our group achieved a feminisation rate of 38% in 2021. Our commitment also resulted in 142 women making use of their maternity leave. In terms of recruitment, we went from 36% to 45%—a significant improvement of 9%. 37% of women were promoted internally this year and 26% of managerial titles are now held by women within our group.



AXIAN-Group employees: :

23 nationalities



Nursery

We opened a nursery at Galaxy Andraharo, near the Campus TELMA, to help make employees' lives easier. This has been important to many AXIAN employees because they can have lunch or spend breaks with their children—this also helps women with young children breastfeed them. They can go to work and come home with their children.

Food park / Food mark/ Kitchen spaces

At AXIAN, we consider it an obligation to offer our employees high-quality facilities and infrastructure that helps them thrive in a rousing environment. The **Food Park** and the **Food mark** allow our staff at Galaxy Andranomena to rest and replenish their energy in the best possible conditions.

We also have **kitchen spaces** that our staff may use at any time.



Campus Gym

In the spirit of building a better workplace and help employees prioritise their health, the Campus Gym, located on the Telma Campus's rooftop, has weightlifting equipment and offers group classes that are open to all.

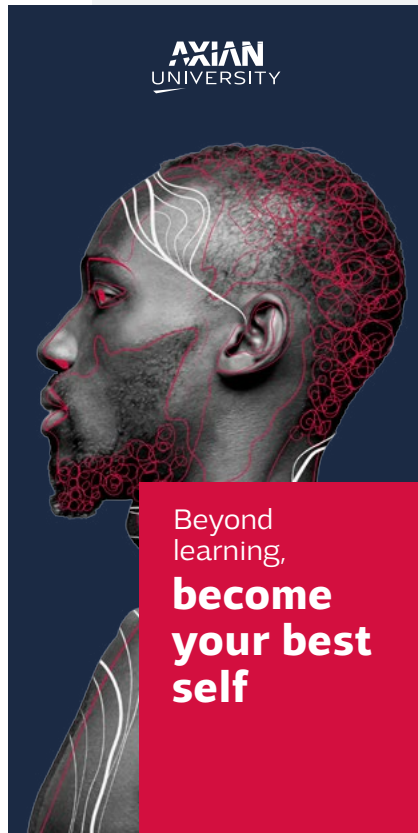


Offices & Rest Spaces

AXIAN has created offices and resting spaces that are both ergonomically-designed and custom-made, allowing all employees to remain at their best.

Talent & Entrepreneurship

The AXIAN Group's new corporate university



Beyond learning,
become your best self

OUR VISION

The development of a company's talent is the cornerstone of its human capital and is essential to its growth.

OUR MISSION

More than just training staff today and for tomorrow, we support them in growing and reaching their full potential.

OUR AMBITION

To become the **leading talent hub in the countries** where AXIAN operates, by contributing positively to the development of its staff and businesses.

Programmes

AXIAN University offers three distinct programs to help develop employees' skills and knowledge.

AXIAN Training Center

is the AXIAN Group's training center. They specialise in « soft skill » trainings such as languages, management theory and basic skills, and act as a platform to share AXIAN's corporate culture while providing a framework to introduce new workers to our innovative ways.

AXIAN Diploma

is AXIAN University's subdivision that brings all AXIAN-group degree schools under one umbrella. It allows for the sharing and recognition of specialised skills in fields such as sales, energy, telecom, finance or digital technology thanks to broadly recognized degrees.

AXIAN Executive Education

is the part of AXIAN University that focuses on continuing executive-grade education for the AXIAN Group and its subsidiaries' executive staff. This part of AXIAN University allows for the upskilling of managers, directors and promising staff by way of partnerships with renowned schools and universities.

Types of trainings and key figures:

At AXIAN, a group that is always growing and innovating, the need to learn and acquire new skills is constantly felt—and constantly addressed. As such, AXIAN University offers over a dozen types of trainings that are linked with our group's various areas of expertise and beyond : audit, construction, administration, energy, law & compliance, finance and accounting, quality assurance, languages, ...



4 900
 employees
 trained in 2021



49 000
 hours of training
 (including lunch-and-learn events)

TRAINING CATEGORIES

Category	No. of beneficiaries	Total training hours
AUDIT	19	343
CONSTRUCTION	8	280
ADMINISTRATION	276	4 387
ENERGY	124	7 295
FINANCE AND ACCOUNTING	168	1 831
HEALTH, SAFETY & EQUIP.	694	6 483
LAW & COMPLIANCE	14	112
LANGUAGES	178	2 689
MANAGEMENT	398	5 001
PROJECT MANAGEMENT	7	98
QUALITY ASSURANCE	62	417
SI	73	8 582
SOFT SKILLS	2 302	7 601
TELECOM	207	6 328
SALES	358	4 960

CERTIFICATION (CCNAV7, LINUX, ATEX ...)

Modules	No. of beneficiaries	Total training hours
TOTAL	92	6078

ENVIRONMENTAL TRAININGS

Modules	No. of beneficiaries	Total training hours
TOTAL	138	635,5

Innovation & Investment

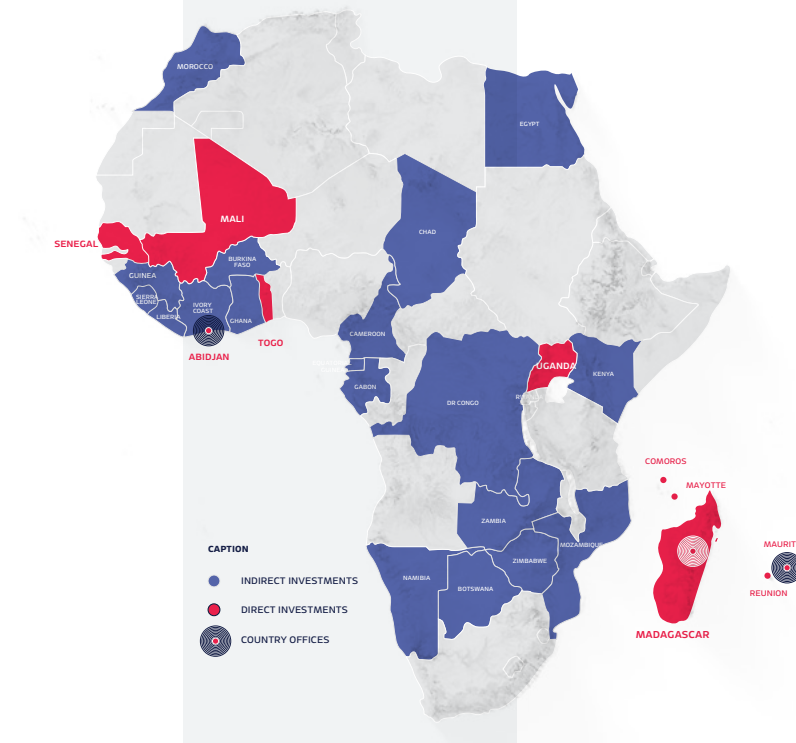
Our model leverages innovation and digitalization

To succeed in becoming an African game-changer, we are responding to multiple challenges such as: the transformation of our offers, our environment, our organization and the consumption patterns of the continent's populations. We are transforming our business areas to offer best-in-class technologies and innovations.



Communities & Inclusion

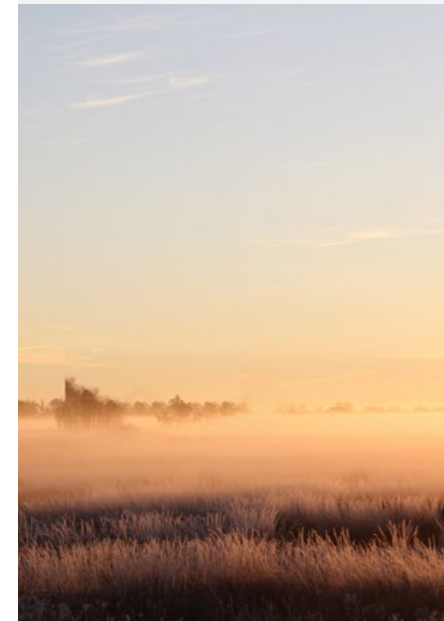
AXIAN currently operates in 28 countries across Africa and the Indian-Ocean both directly and indirectly, and has over 5 000 employees group-wide.



Environment & Climate

AXIAN Invests in Actis Energie 5

The AXIAN Group announced its investment in Actis Énergie 5, a new energy-specialised private-equity fund under the purview of Actis, a first-rate investment company that is world-renowned for its investments in the energy sector in developing countries across Africa, Asia and Latin America.





1st
commercial 5G
MNO in Africa



18 Million
mobile subscribers



1st
neutral data centre
in Madagascar



+17 200 km
of terrestrial backbone

AXIAN TELECOM

As a key telecoms provider in the Indian-ocean Isles and, more recently, continental Africa, AXIAN Telecom is an engaged partner in Africa's digital transformation across the value chain. Its mandate: to provide accessible telecoms and digital services that are **convenient, secure and affordable**.



« Data4all is a challenge that AXIAN is committed to beating, thus allowing all users to benefit from favourable terms pertaining to pricing and access. Furthermore, it will open unlock new possibilities for access to the internet and other innovative digital services in the future. »

Stéphane Oudin
CEO of AXIAN Telecom



STELLAR IX



toa



TOWERCO
OF MADAGASCAR



TOWERCO
OF UGANDA

free
au Sénégal

free
Réunion



SILVER LINKS

connecteo

AXIAN TELECOM

SOCIO-ECONOMIC IMPACT

MAIN FLOWS IN 2020 IN MADAGASCAR

PURCHASES
57,6 M\$
42 M\$ (2019)

SALARIES PAID
10,2 M\$
10,1 M\$ (2019)

TAXES PAID
21 M\$
20,9 M\$ (2019)

VALUE CREATION
57,6 M\$
66,7 M\$ (2019)

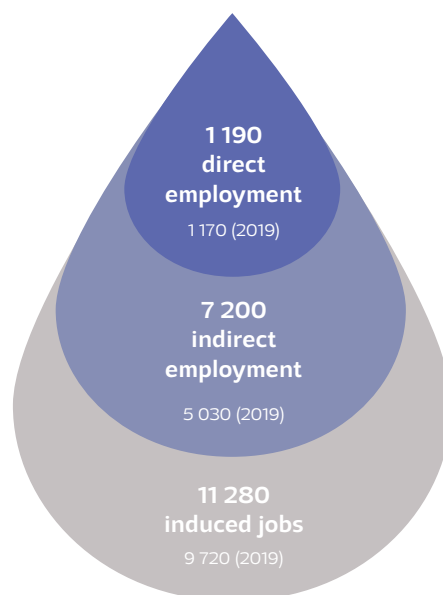
SOCIO-ECONOMIC IMPACT PER SECTOR (TOP 3)

PUBLIC SECTOR
7 780 jobs
40%

IT & COMMUNICATIONS
2 130 jobs
11%

REAL ESTATE
1 610 jobs
8%

SOCIO-ECONOMIC IMPACT PER IMPACT TYPE



19 670 JOBS CREATED IN 2020

15 920 JOBS CREATED IN 2019

x16

JOB CREATION MULTIPLIER:
for every AXIAN Telecom employee, AXIAN Telecom's activities
create **15 more jobs** across Madagascar.

116 M\$
of value creation
108 M\$ (2019)

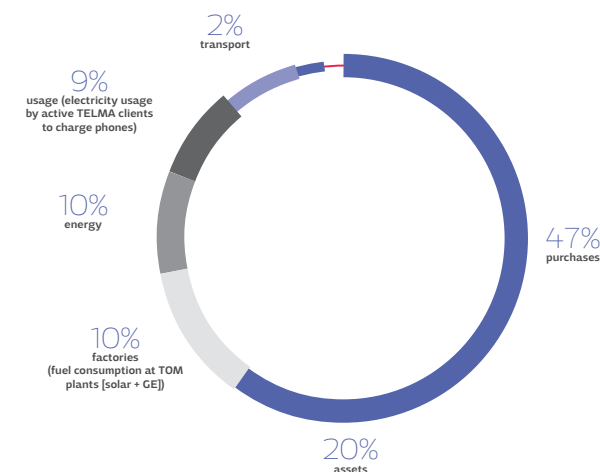
DIRECT EMPLOYMENT

INDIRECT EMPLOYMENT,
supported by local supply-
chain actors

INDUCED JOB CREATION,
created by household and
public-sector spending

ENVIRONMENTAL IMPACT

ENVIRONMENTAL IMPACT PER CATEGORY



56956 tCO₂e

by cluster operations
[vs. 54 788 tCO₂e in 2019]
[vs. 56 196 tCO₂e in 2019 -
(on like-for-like scope)]

48 tCO₂e

per cluster employee

17% of AXIAN's carbon footprint
(restricted scope)**
[vs. 17% in 2019]

* Impact of batteries and harvestors in 2019 have been reintegrated to
yield an identical 2020 scope

** Excluding extraction of raw materials and usage of goods sold to
JOVENA end-users

AXIAN TELECOM

ENVIRONMENTAL IMPACT



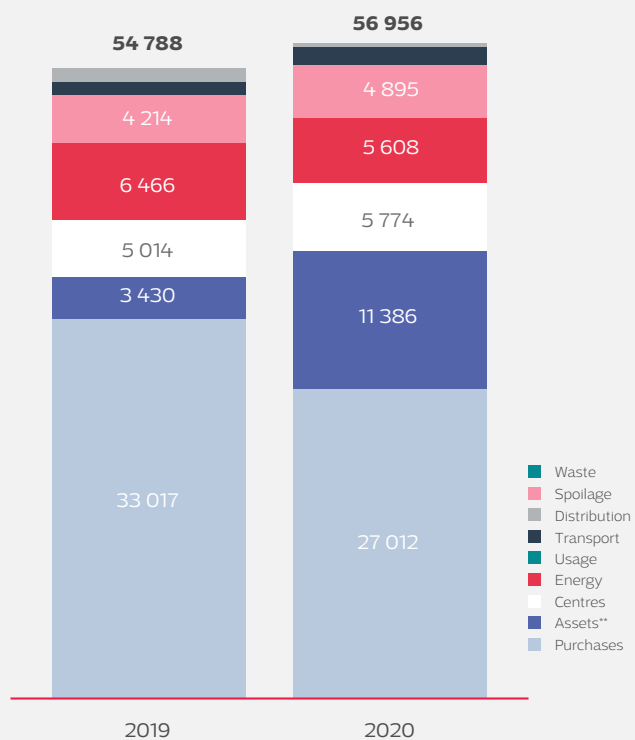
47 tCO₂e

per cluster employee
in 2019

48 tCO₂e

per cluster employee
in 2020

↑+4%



** 2019 impact does not account for batteries and accumulators

ENVIRONMENTAL IMPACT (LIMITED SCOPE)



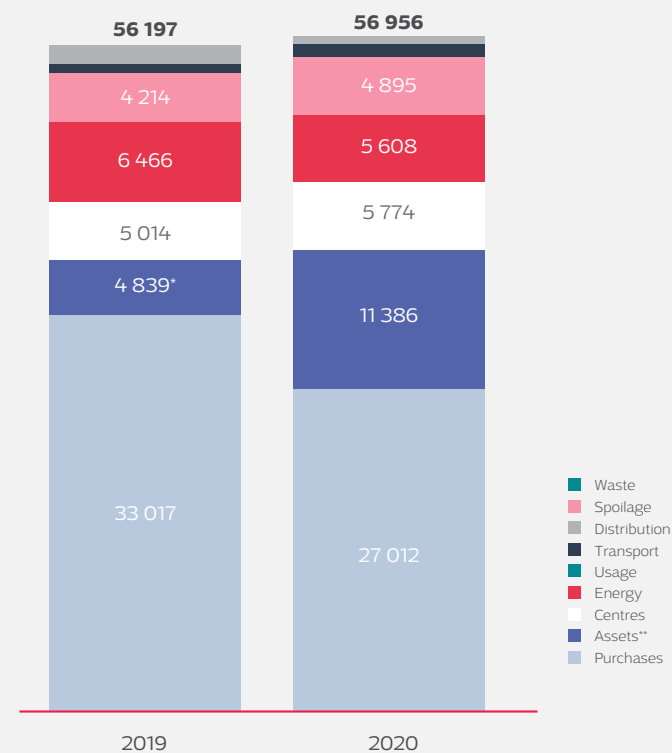
48 tCO₂e

per cluster employee
in 2019

48 tCO₂e

per cluster employee
in 2020

↑+1%



* The assets' scope has been expanded to account for TOM batteries and accumulators

AXIAN TELECOM

Talent & Entrepreneurship



Gender Equality

We have now reached a feminisation rate of 34% across the telecoms cluster, and 71 women made use of their maternity leave. In terms of recruiting women, we have gone from 33% to 43% of recruits being women. Also, 25% of AXIAN staff who were promoted internally are women, and 12% of all managerial jobs in AXIAN are currently held by women.

TELMA

TOP Employer TELMA

Telma was recognized as a first-rate employer in Madagascar by the **Top Employer Institute**. This award is the result of 18 years of investing in people, and shows our partners, clients and future employees that our will to invest in sustainable growth and positive impact is strong.

Certificat

Celui-ci atteste que l'entreprise
Telma Madagascar
a été certifiée en tant que



A la suite d'une évaluation rigoureuse de sa gestion des Ressources Humaines, cette entreprise est autorisée à utiliser le sceau de certification Top Employer pendant une année calendaire.

Ce certificat permet de confirmer que l'audit effectué de manière indépendante par le Top Employers Institute a évalué et confirmé les pratiques et politiques RH dans les domaines suivants :



L'entreprise a achevé les étapes suivantes : **ENQUÊTE HR BEST PRACTICES, VALIDATION ET AUDIT** afin de pouvoir prétendre à la certification. Les résultats de l'entreprise ont été comparés à une norme internationale et l'entreprise a atteint le niveau requis pour obtenir le statut de Top Employer pour l'année 2022.

Nous vous remercions de contribuer à améliorer le monde du travail. Félicitations Top Employer !

Amsterdam, 23 November 2021

David Plink
Chief Executive Officer



Top Employers Institute Headquarters
Mondriaan Tower
Amstelplein 36, Amsterdam
The Netherlands



AXIAN TELECOM

Innovation & Investment



TELMA

Launch of Telma TV

TELMA launched Telma TV—its new app—to allow users to watch TV content on their phones. It is compatible with 4G et 5G networks and currently available on both iOS and Android, giving Telma subscribers access to 67 live and high-definition TV channels.

TELMA

The War Room

The War Room is an analytical sales platform built for Telma. It sends daily reports to grocers and Sales Area Managers (SAMs), thus allowing them to forecast day-to-day operations and manage distribution needs with greater precision while flagging areas or areas of operation requiring immediate attention. Its implementation has resulted in a considerable increase in productivity and efficacy across our logistical network.

CONNECTEO

Inclusive and Innovative Service

As per our contract with CARE INTERNATIONAL, we launched the RANOWASH project to raise awareness on handwashing with soap; a crucial preventive measure during the COVID-19 pandemic, so as to protect people and slow the spread of COVID-19. Our involvement with the RANOWASH project has allowed us to become the first company in Madagascar to launch a new learning format: trainings that are delivered via phone call with a clear follow-up and an interactive-voice-server (IVS) self-assessment. This has allowed us to train our colleagues remotely with regular and systematic followups authorities' COVID-19 guidelines.

This project has benefited 120 beneficiaries and over 360 hours of training delivered.

CONNECTEO

Investment to boost competitiveness

In 2021, CONNECTEO invested to acquire a ZENDESK enterprise license, a world-renowned work tool that specialises in client-experience mapping and improvement.

This bolstered CONNECTEO'S CRM capabilities considerably by increasing the number of digital channels used while also maintaining a live lead-tracking database. This also allowed our employees to become familiar with a professional work tool that is recognized as one of the world's best in their line of work.

Between December and June, ZENDESK was used 122,000 times by 23 users.



free=MONEY on all networks!



FREE SENEGAL

MyFree Everywhere App: available on all networks

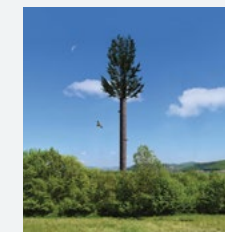
MyFree is a two-in-one mobile application that was launched by Free Senegal, and is available for free on both iOS and Android. It allows users to access both Telecom (Free) and mobile-money (Free Money) services. Its goals are to:

- Deliver a better customer experience
- To simplify processes
- Make possible for users to access Free services without having a Free SIM Card.
- Bolster users of Free Money (+500 000 new Free Money accounts).
- To reach 1,000,000 app downloads by December 31st 2021.

TOM

Tower camouflage

We reimaged our infrastructure with the installation of a tower concealed as a tree, and also deployed other camouflaged sites and rural towers.



AXIAN TELECOM

Communities
& Inclusion

TELMA

Communities
integrated through
coverage expansion

Telma covers 10M clients out of a total population of approximately 26 million people, representing 13% YoY growth. The network currently covers all 23 provinces across Madagascar, including principal settlements:

32 communes
or **88%** and **225**
fokontany, or **70%**

In 2021, **50 new**
fokontany covered and
84% of all new towers
deployed in rural areas.



TELMA

Digital Inclusion

As a vocal advocate for digital inclusion, Telma distributed 15,000 MBalik kits to 100,000 households across 22 provinces.



As the first-ever digital inclusion project in the SAVA (Sambava) province, we built a media library for over 15,000 residents of nearby villages to accelerate social, economic and cultural growth.

This year, Telma opened the first-ever digital and solar-powered Sekoly Telma in the Anosy province (Fort Dauphin) to train 133 children to become digitally-literate.

FREE SENEGAL

Communities
integrated through
coverage expansion

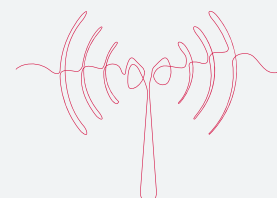
In order to provide greater integration into network coverage, Free Senegal expanded its network coverage as follows :

- a 5% increase (95 % VS 90%) in 2G network coverage ;
- a 7% increase (93 % VS 86 %) in 3G network coverage, and ;
- a 3% increase (63 % VS 60 %) in 4G coverage.

FREE SENEGAL

Population coverage
after expansions

The increase in network coverage means that Free Senegal now has a population coverage of 95%.



TOGOCOM

Customer Base
2020/2021

Tmoney's client count increased by 24% in a year (+259K clients), and officially reached the milestone of one million active users near the end of 2021.

We also noted Year-over-year growth of 14% among mobile subscribers, 109% among FTTH subscribers and 42% among data users.



TMoney's client
count increased by
+24%
in a year

CONNECTEO

Sponsored training
and donations to
low-income people

In partnership with the Akany Iarivo Mivoy center, CONNECTEO trained 56 residents in customer service

CONNECTEO

Partnerships for
inclusion projects

During the COVID-19 pandemic, their contract with USAID ACCESS MSH enabled them to give the Malagasy populace access to basic information on the evolution of the pandemics.

As a technical and financial partner, CONNECTEO optimised the platform by periodically updating basic information given out by the IVS platform.

Their contract with WELIGHT gave them the ability to provide permanent access to electricity to communities living in isolated settlements. Having integrated the role of maintaining customer relations across for the company's activities, they respond to, identify and raise awareness among communities to bolster energy inclusion.

Key figures:

- **1224 incoming calls**
- **5406 outgoing calls**

Connecteo's contract with KRED addresses financial inclusion by allowing small-scale and local entrepreneurs to access financial resources to expand their activities. They effected 20,246 client interactions in 2021.

AXIAN TELECOM

Environment & Climate

TELMA

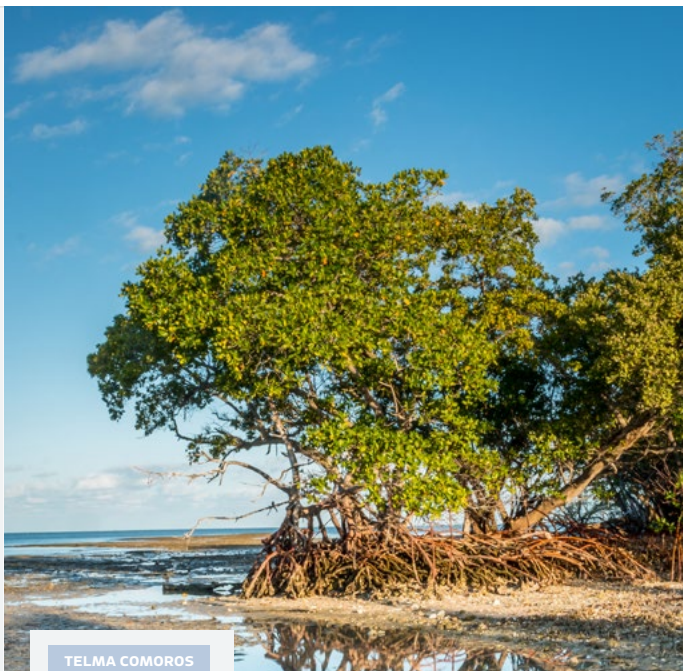
Renewable Energy

As of 2021, TELMA has brought into effect several changes that bolster its use of renewable energy: 58% of TELMA's technical sites are now powered by sustainable and renewable energy.

TELMA

Reforestation: 1 phone bought ≈ 1 tree planted

Once again, TELMA demonstrated its commitment to conservation and the environment with the "UN TÉLÉPHONE = UN ARBRE" project, which launched in 2021. This project has allowed us to plant 100,000 trees to date.



TELMA COMOROS

Reforestation

In 2021, Telma Comoros once again demonstrated its commitment to protecting local biodiversity by planting 0.3 Ha of mangrove habitat.

TELMA COMOROS

Biodiversity management

We implemented an action and management plan for our subsidiary Telma Comoros for towers that are located in delicate ecological habitats.

This plan includes:

- Implementation of a program to prescribe regular wildlife tracking and impact surveys
- Measures to prevent and limit negative impacts during tower maintenance or decommissioning : prevention of pollution (spilling harmful chemicals) and other harmful side effects (light and sound pollution), waste management, ...
- Measures to rehabilitate habitats and the broader environment surrounding decommissioned towers.

TOM

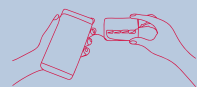
TOM biofuel and renewables testing

In the spirit of making itself more sustainable and eco-friendly, TOM used Jatropha oil to fuel the generators powering various telecom towers to reach the objectives hereunder:

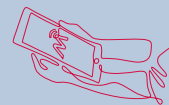
- Produce electricity ;
- Protect the environment ;
- Give residents of the southern regions a source of income.

In respect of these goals, two pilot sites were installed in 2021.





1st
EME operator
in Madagascar



10 million
mobile-money
users



10 000 m²
dedicated to
**entrepreneurship and
innovation**

AXIAN OPEN INNOVATION & FINTECH

AXIAN Open Innovation & Fintech continues to explore **new pathways to lead our transformation as a society and reapply its innovative mandate to the ever-changing needs** of the AXIAN Group: how to accelerate digital, energy and financial inclusion in a way that is adapted to Africa's needs?



« By championing innovation as part of AXIAN's DNA and way of work, the ascent of mobile-money or the pathways that entrepreneurship can open, the AXIAN Open Innovation & Fintech cluster is a pillar of support for all who wish to contribute to our continent's future. »

Matthieu MACÉ
CEO of AXIAN Open Innovation
& Fintech

PULSE
Building digital solutions for you

nexta
RECHERCHE

Mvola
Mobile Money

TMoney

free=MONEY

ediaplace

AXIAN OPEN INNOVATION & FINTECH

SOCIO-ECONOMIC IMPACT

MAIN FLOWS IN 2020 IN MADAGASCAR

PURCHASES
10,5 M\$
11 M\$ (2019)

SALARIES PAID
2,3 M\$
1,6 M\$ (2019)

TAXES PAID
2,2 M\$
6,3 M\$ (2019)

VALUE CREATION
21,8 M\$
6 M\$ (2019)

ADVANCES
24 M\$
19 M\$ (2019)

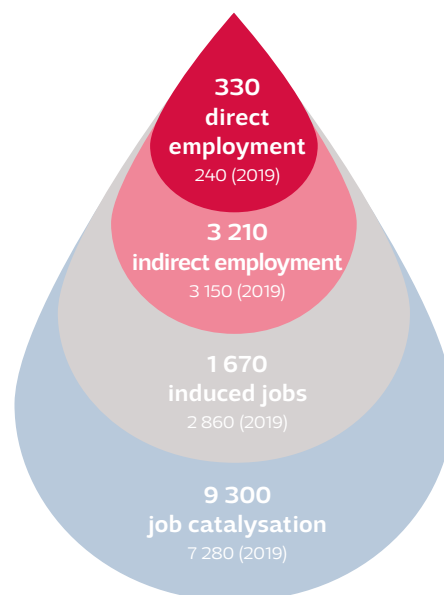
SOCIO-ECONOMIC IMPACT PER SECTOR (TOP 3)

COMMERCE/TRADING
5 870 jobs
40%

HEALTHCARE, EDUCATION &
SOCIAL
2 340 jobs
16%

PUBLIC SECTOR/POLICY
1 650 jobs
11%

SOCIO-ECONOMIC IMPACT PER IMPACT TYPE



14 510 JOBS CREATED IN 2020

13 530 JOBS CREATED IN 2019

x 43,8

JOB CREATION MULTIPLIER:

for every AXIAN Open Innovation & Fintech employee, AXIAN Open Innovation & Fintech activities create **42.8** more jobs across Madagascar.

52 M\$
of value creation
35 M\$ (2019)

DIRECT EMPLOYMENT

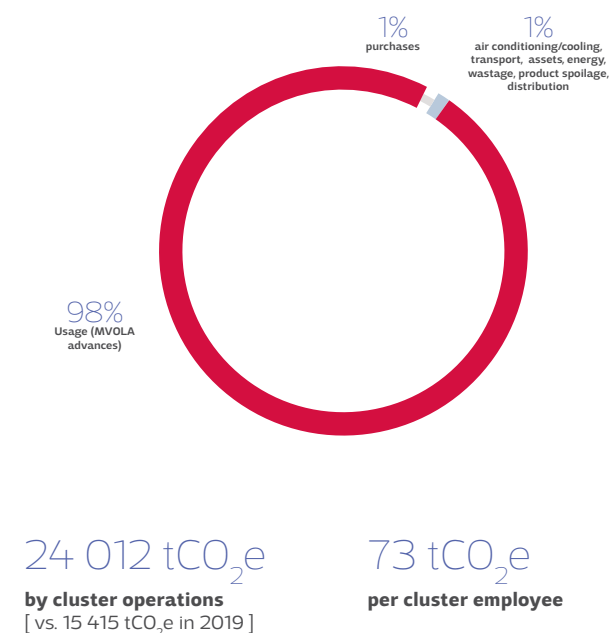
INDIRECT EMPLOYMENT
supported by local supply-chain actors

INDUCED JOB CREATION
created by household and public-sector spending

JOB CATALYSATION
beneficiaries' expenditure are serviced via MVOLA advances and enable to the solicitation of a downstream supply chain that also generate indirect and induced socioeconomic impact.

ENVIRONMENTAL IMPACT

ENVIRONMENTAL IMPACT PER CATEGORY



7% of AXIAN's carbon footprint
(restricted scope)*
[vs. 5% in 2019]

* Excluding extraction of raw materials and usage of goods sold to JOVENA end-users

AXIAN OPEN INNOVATION & FINTECH

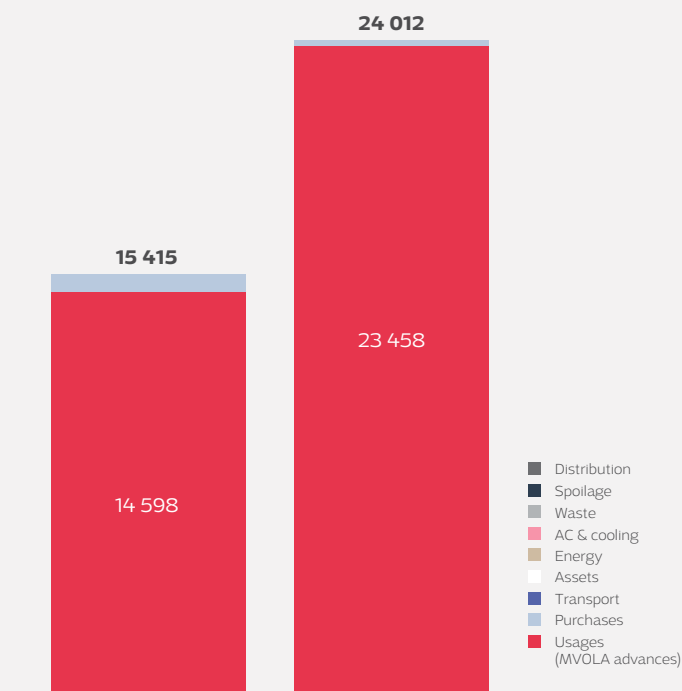
ENVIRONMENTAL IMPACT



64 tCO₂e
per cluster
employee in 2019

73 tCO₂e
per cluster
employee in 2020

↑+56%



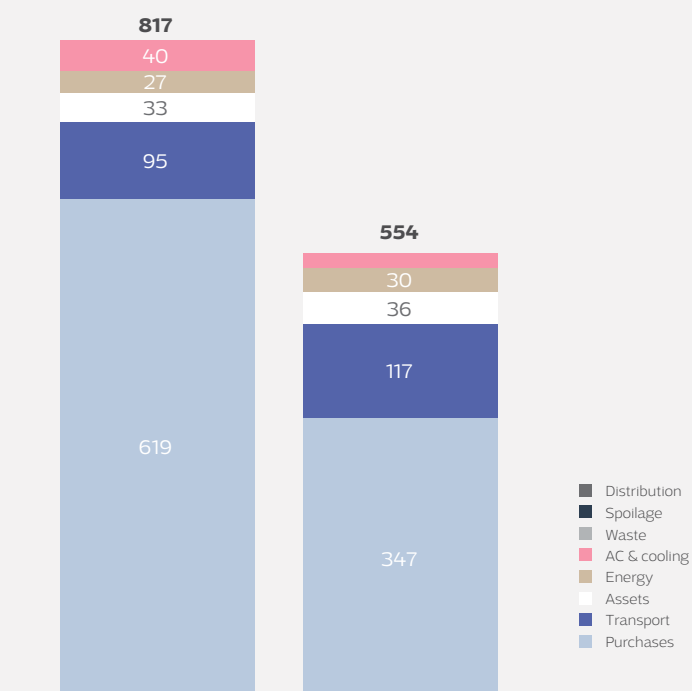
ENVIRONMENTAL IMPACT (LIMITED SCOPE*)



3 tCO₂e
per cluster
employee in 2019

2 tCO₂e
per cluster
employee in 2020

↓-32%



* excl. usage by Open Innovation & Fintech cluster (carbon footprint of MVOLA advances)

AXIAN OPEN INNOVATION & FINTECH

Talent & Entrepreneurship



Gender Equality

Within the AXIAN Open Innovation & Fintech cluster, in 2021, our feminisation rate grew from 36% to 39% in 2021. 14 women were able to make use of their maternity leaves. In terms of recruiting women, the proportion of women hired grew from 37% to 43%. We also noted a significant increase in internal promotions because women represent 45% and 30% of employees holding management positions or equivalent roles.

MVOLA

Cash point training

As per its program to support entrepreneurship, MVola, the “**MVola Weekly Tour**” was set up, thus allowing operations managers to train employees delivering the Cash Points service. In all, **60 Cash Points** located across **Majunga, Sambava** and **Diégo** joined this training program.



MVOLA

Supplier alignment

MVola management began contract reviews with the goal of standardising our suppliers. We reviewed employee contracts to ensure that all employees may enjoy the same benefits. As such, **100% of supplier/ provider employees** (40 in total) now have insurance coverage (insured by Assurance Ny Havana). We also drafted and shared a Suppliers' Code of Conduct with our partners.

MVOLA

Employee Benefits

New measures were undertaken to improve nonfinancial employee benefits:

- Life insurance with ALLIANZ – including a guarantee against loss of life or permanent invalidity.
- MVola AVANCE for employees- A **reduced interest rate of 6% instead of 9%**
- Employees were given Visa MVola cards



MVOLA

Professional growth

MVola launched several training programs that aim to maintain operational excellence by aligning with both personal and professional development goals. As such, **73% of MVola employees (109 in all)** were able to complete a training that is essential to their duties.

Furthermore, To guarantee future prospects for professional and career growth within MVola and the AXIAN Group, we put in place a career-management framework that is based on merit, competence, potential, future changes in the field, traditional career paths in said fields and years of service: **19 employees** were promoted to management positions, representing 11% of MVola's total workforce.

AXIAN OPEN INNOVATION & FINTECH

Talent & Entrepreneurship

NEXTA

Trainings

During the course of 2021, NextA trained 1,217 beneficiaries and delivered 1,827 hours of training across 325 different modules, including 178 hours for incubated startups. NextA trains professionals that are sponsored by the FMFP, rural entrepreneurs, students and managers. In total, Over 30 companies were given training by NextA. These trainings were delivered in 4 provinces across Madagascar: Analamanga, Sofia, Diana and Sava and across 4 countries internationally, namely Madagascar, Comoros, Togo and Senegal. NextA's employees were given 34 hours of training throughout the year.

NextA participated in raising awareness among 10,000 high-school students across the Analamanga province in partnership with the Ministry of Commerce, Industry and Consumption throughout the year.

In its capacity as an entrepreneurial platform, NextA's principal mission is to share its knowledge and competencies. To this end, in 2021:

- February : in partnership with Vahatra, a Coworking Centre, NextA organised the conference "Being a Woman and an Entrepreneur: challenges and opportunities."
- August : In celebrating International Youth Day, NextA organised an innovation-focused conference.

- December : Carole Rakotondrainibe delivered a conference on networking at the Saint-Michel Amparibe College as part of the Setup Entrepreneurial event.
- October : to celebrate Devfest, 20 workshops and conferences were delivered.
- November : 12 conferences discussing entrepreneurship and its broader context took place.

All in all, NextA, through its various conferences and workshops, 6,000 people.



NEXTA

Global Entrepreneurship Week

In November 2021, during World Entrepreneurship Week, the « Village by NextA » event attracted 2,600 people who undertook workshops, conferences and consulted various stands.



NEXTA

Asaniarivo CUA

In partnership with the CUA's Economic Development Management, NextA and its beneficiaries took part in the Asaniarivo forum, which took place in Ankatso in Décembre. This allowed Atelier Vatolahy, Livres et Moi and Kaki Agency - all of which are incubated at NextA - to present their inherent concept as well as their products and services. NextA and its managing director, Carole Rakotondrainibe, also organised a further two workshops to that end.



AXIAN OPEN INNOVATION & FINTECH

Talent & Entrepreneurship

PULSE

PULSE opens at FUTURA Andranomena

PULSE opened a new 1460 m² space with the aim of providing the community with a pleasant and stimulating workplace that is equipped to drive both collaboration and innovation, and features a large open-space concept with brainstorming and coworking areas. Above working, however, the project has also been designed as a socially-oriented space that will allow professionals to grow and find fulfilment.



PULSE

Bringing promising youth and digital innovation together

PULSE accelerates professionalisation among today's youth by organising company tours, internships and part-time work opportunities. In line with this commitment, we also sponsor several events that shine a light on the digital landscape's most promising prospects :

- The WebCup, the Indian ocean's largest web developers' competition.
- The Frontend Awards, a front-end developers' competition
- DevFest, a developers' conference that was launched by Google

Since this digital commitment was made, all 3 events have become permanently sponsored by AXIAN, and 28 interns and 9 part-time workers have been hired—75% of which have received job-specific trainings and learning.

PULSE

Gender equality and digital innovation

Acting with the aim of fast-tracking professional growth and pitch the boundless opportunities in the digital world to women, PULSE promotes gender equality in the digital sector and champions this same cause in the broader tech industry—both in hiring and promotion/ career-management practices. We both sponsored and participated in Women Rock in Digital, an annual conference for women working in the digital industry.



In terms of KPIs, **30% of PULSE employees are women, of which 42% hold leadership/management positions.**

PULSE

Launch of the employee appreciation program, "HAPPY"

Acting on lessons learned during the Employees' Survey in 2020, in August 2021, PULSE added its employee-appreciation program, « **Pushay** » to its Knowledge Base.

This innovative and transparent platform also works as a distribution-management app, named « **Happy** », and allows employees to contribute to the appreciation shown to their peers, to give positive feedback and also gain greater agency over their performance-based bonuses.



AXIAN OPEN INNOVATION & FINTECH

Innovation & Investment

MVOLA

Banking license

In the spirit of maintaining its strong competitive advantage, MVola applied for and successfully obtained a banking license, clearing the way for it to become the first-ever Mobile-Money Operator to become a licensed bank and offer banking services (lending and savings).

MVOLA

Investment

So as to maintain its growth, MVola S.A. completed several long-term, large-scale investments:

- **Increasing** shareholders' equity by 500% from 500 M Ar to 3 Bn Ar
- **Relocation** of headquarters to the Kube B Galaxy in March 2021 (purchase of new furniture, IT and security equipment, etc).

MVOLA

Employee-centric innovation

MVola deployed several collaboration-enabling digital tools to improve productivity among its people, such as:

- **CLICKUP** a team project-management platform boasting a unique interface that centralizes all collaborative features, which are now available to all employees.
- **Office 365**
- **R Studio Connect**, a real-time KPI tracking tool. It currently has 50 active users.

MVOLA

Client-centric innovation

Working with its clients, we launched platforms and digital solutions such as:

- **MVola ASSURE** : education insurance via MVola, in partnership with Sanlam
- **CB2W** : money transfers to an MVola account via a bank card
- Allow a person's MVola AVANCE debt to be repaid by another person

Messenger ChatBot that automatically responds to customers' inquiries.



NEXTA

INCO partner

SPRINT, which is both owned and operated by INCO, is a first-rate network of incubator platforms and startups that share a commitment to economic growth that is less environmentally-damaging. In Madagascar, INCO partnered with NextA to support entrepreneurs that are launching high-environmental-impact projects.

10 green startups presented their pitch to a selection committee on April 16th 2021. The winners are the TsenaOW startup, which specialises in eco-friendly consumption habits and both the design and sale of high-quality and eco-friendly zero-waste accessories. They received 5,000 € of financing to help bolster their growth.



NEXTA



Challenge App Africa

For its sixth iteration, Challenge App Africa - RFI / France 24 partnered with NextA, and its CEO was added to the jury panel.

AXIAN OPEN INNOVATION & FINTECH

Innovation & Investment

NEXTA

Yunus Sports Hub

NextA signed a partnership agreement with the Yunus Sports Hub in september 2021 and supports the medal-winning athlete Bako Ratsifandriamanana as part of the Athlete 365 Accelerator program.

NEXTA

CFI – AFD

NextA welcomed two new beneficiaries from the AFD's CFI program: issus du programme CFI de l'AFD : Women in Politics and Hoy Eva.

Women in Politics is a platform that encourages gender equality in the political realm by finding and highlighting the track records of women who have been elected or been appointed to positions of policy leadership in Madagascar.

Hoy Eva focuses more broadly on civic engagement with local political developments, and is developing a platform

where initiatives and policy solutions that are brought forward by women can be implemented by elected officials.

NEXTA

Confirmation panel - AXIAN 2021

On May 21st 2021, 5 entrepreneurs presented their idea to the confirmation panel, the prize being a period of being incubated within NextA's pro-entrepreneurship ecosystem.

The Confirmation Panel was presided over by Carole RAKOTONDRAINIBE and, this time, was comprised of field experts that work within the AXIAN Group.



NEXTA

Global Mayor Challenge

As part of the Global Mayor's Challenge, the CUA - Commune Urbaine d'Antananarivo, in partnership with NextA, organised a Hackathon, which took place from March 12th to March 14th 2021.

This Hackathon allowed NextA and the CUA to select THE project that will be presented to Global Mayor's Challenge in the name of the City of Antananarivo. The theme of the 2021 edition was urban transport and building resilience against COVID-19.



NEXTA

Web Cup 2021

As with every year, NextA is a proud sponsor of the Webcup in Madagascar. This year in 2021, NextA hosted the awards ceremony for the nationwide winners. The winners were also given access to NextA's coworking.

NEXTA

DevFest

In October 2021, NextA supported Madagascar's developer community by hosting DevFest Antananarivo in its workspace for the 4th consecutive year. 14 teams participated in the hackathon, where 600 people attended the event over 2 days filled with workshops and conferences.



NEXTA

MCU 54 projects over 7 provinces

NextA and the Maison de la Communication Universitaire launched a competition that is aimed at students for startup ideas that specifically aim to bolster the Sustainable-development Goals (SDGs). Concours dédié aux étudiants d'université. 54 projects were submitted from across 10 of Madagascar's provinces. 15 out of all 17 SDGs were addressed by the field overall, and 5 of them have already launched or been commercialised.



AXIAN OPEN INNOVATION & FINTECH

Innovation & Investment

NEXTA

HACK4PEACE with UNDO – PBF

In October 2021, NextA signed a partnership agreement with the Ministry of Youth and Sports to renew the Hack4Peace competition.

Its objective, in line with the Treasury Secretariat of the United Nations' stated goal—to further cement world peace—aligns perfectly with World Peace Dayest en écho à la célébration de la journée internationale de la paix qui met l'accent sur le thème "Se relever, pour un monde plus équitable et durable", les Nations Unies à Madagascar en collaboration avec le Ministère de la Jeunesse et des Sports a lancé le 5 octobre 2021 le concours Hack4Peace.



NEXTA

Fairs & exhibitions

NextA and its beneficiaries participated in 6 fairs and exhibitions in 2021, reaching approximately 3,530 attendees. These events were :

- The Entrepreneurship Conference on Friday February 26th 2021 at the Ampefiloha complex
- The career-orientation forum, a virtual event that took place from April 23rd to May 8th 2021.
- International Youth Day, with the theme « transforming food systems» on August 12th 2021.
- The Upskilling, Career and Professional Life fair organised by the Alliance Française d'Antananarivo on August 27th and 28th 2021.
- The Madagascar International Fair from September 16th to 19th with 7 NextA incubees.
- The Jobs and Entrepreneurship Conference, with a focus on « Youth and Entrepreneurship » from September 20th to 22nd 2021.
- The International Professional Training Symposium led by the FMFP on November 18th and 19th 2021 at Cemtel Antanimena.
- Village by NextA during World Entrepreneurship Week, during which NextA hosted about 50 startups in its exhibition, including the startups it is currently incubating.
- The Economics and Trade Forum for all 23 provinces at the Kianja Barea from November 25th to 28th 2021, featuring 8 of its beneficiaries.
- The first edition of Asaniarivo on December 17th and 18th 2021 featuring 4 of its beneficiaries. The conference was organised by the Directorat of Economic Development of the Commune Urbaine d'Antananarivo.



NEXTA

Hackathons

NextA provided support to 17 teams as they presented their projects to an international jury. The projects aimed to leverage WeLight's PUE network across 3 provinces in Madagascar: The leaders were jointly financed by WeLight et GIZ DevelopPPP up to 50% of their total project cost with a pledge to help expand their project thereafter.

In December 2021, during a hackathon with the focus of « Digitally-enabled Green Cities » organised by the Embassy of France in Madagascar. NextA played host to 70 participants for a full day of trainings on how to pitch their ideas.



NEXTA

Pulse KB (Knowledge Base)

To combine and centralise reference documents and policies into one platform and help address future challenges within our different areas of expertise, PULSE developed a Knowledge Base: an innovative solution to support AXIAN's staff in their careers and ensure accessible upskilling. This PULSE database will be enriched continuously and will also become a learning tool for AXIAN University's Digital Academy.

As such, the platform has 200 users to date enrolled across 11 categories of classes, 180 trainings (Soft & Hard Skills) and over 100 books pertaining to IT.

AXIAN OPEN INNOVATION & FINTECH

Communities & Inclusion

MVOLA

Service to the community

Mvola saw an increase in YoY active clients between 2020 and 2021. Thanks to MVola, 200,000 households are eligible for the Cash Transfer for a total of 22 billion Ar.

We also reduced the applicable fees on several of our services so as to accelerate digital and financial inclusion:

- B2W/W2B (UTIB-1394) and Visa Card by 90% ;
- Discounted fees as part of the cash-transfer partnerships formed with both public institutions and NGOs.



MVOLA

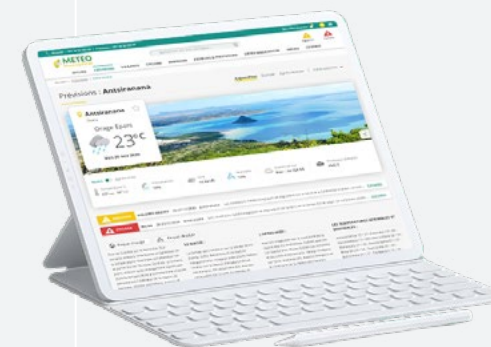
Raising awareness over the use of disposable menstrual pads

NextA's female employees conducted a CSR initiative in July 2021, with workshops raising awareness on menstrual hygiene among young women at the EPP Anatihazo-Isotry.

MVOLA

Madagascar's first ever weather-tracking mobile app and website

In the spirit of providing broader access to agrometeorological and climate data in Madagascar, PULSE was mandated by the GIZ to work alongside the Direction Générale de la Météorologie (DGM) bolster performance among the different actors in Madagascar's agricultural value chain. The strategic tools deployed to this end are platforms that meet a broad set of expectations and are designed for several stakeholders and user groups, such as farmers, meteorologists in weather stations across Madagascar and the DGM itself for content updates as well as communicating to the wider community.



AXIAN OPEN INNOVATION & FINTECH

Environment & Climate

MVOLA

Ecogeste

As part of a campaign to raise awareness on digital pollution, especially the carbon footprint of emailing, MVola launched the NO EMAIL DAY initiative in November 2021. Its underlying principle is to limit or even avoid the sending of emails internally every Friday. For your information, every 1 MB sent by email causes as much GHG emissions as crossing 500 m by car.



MVOLA

Investment in biodiversity

As part of our commitment to bolstering socio-economic growth on a local scale, fighting both climate change and soil erosion, we planted 2,500 trees in Andramasina in partnership with the social enterprise Bôndy.

PULSE

Partnership with Bôndy

As part of managing its environmental impact, PULSE partnered with Bôndy to implement its environmental program through a service exchange.

This win-win partnership, on one hand, allows PULSE to make smart and tangible contributions to conservation and the environment while, on the other hand, it will allow Bôndy to garner a larger audience and expand its reach through the creation of a new website for its target audience and stakeholders.



3
beneficiaries



31 jobs
created



70 905 tons
of CO₂ sequestered



2 500 €
service exchange



3 415
trees
planted



1 hectar
reforested



1st
digital
micro-credit
platform in Africa



3000
beneficiaries
of micro-credit



100
BNI branches



100%
YoY growth
with IORS

AXIAN FINANCIAL SERVICES

The economies of developing countries remain largely informal—a reality that makes access to banking services, such as savings management, lending and insurance, challenging for many. The AXIAN Financial Services cluster has used a number of innovative projects to position itself as an advocate and facilitator of access to banking products and services for all.



« We consider investments as a means to address challenges that pertain to social responsibility and inclusion at a community level. Today, it has become impossible to separate the notion of developing sustainable and profitable companies in Africa from the duty to invest responsibly and inclusively. »

Hassane Muhieddine
CEO of AXIAN Financial Services



AXIAN FINANCIAL SERVICES

SOCIO-ECONOMIC IMPACT

MAIN FLOWS IN 2020 IN MADAGASCAR

PURCHASES
10,7 M\$
10,5 M\$ (2019)

SALARIES PAID
10,7 M\$
9,7 M\$ (2019)

TAXES PAID
7,7 M\$
5,6 M\$ (2019)

VALUE CREATION
41,4 M\$
58,7 M\$ (2019)

FINANCING
243 M\$*
205 M\$ (2019)

* included in audit scope

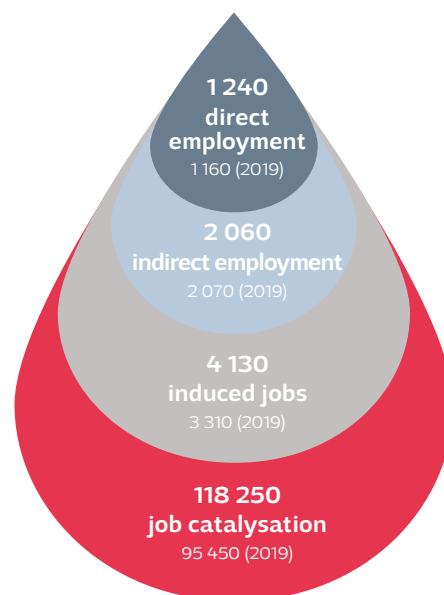
SOCIO-ECONOMIC IMPACT PER SECTOR (TOP 3)

COMMERCE/TRADING
32 690 jobs
26%

FISHERIES & AGRICULTURE
26 200 jobs
21%

PUBLIC-SECTOR
10 290 jobs
8%

SOCIO-ECONOMIC IMPACT PER IMPACT TYPE



125 680 JOBS CREATED IN 2020

101 990 JOBS CREATED IN 2019

x 101,7

JOB CREATION MULTIPLIER:

for every AXIAN Open Innovation & Fintech employee, AXIAN Open Innovation & Fintech activities create **100.7 more jobs** across Madagascar.

266 M\$
of value creation
239 M\$ (2019)

DIRECT EMPLOYMENT

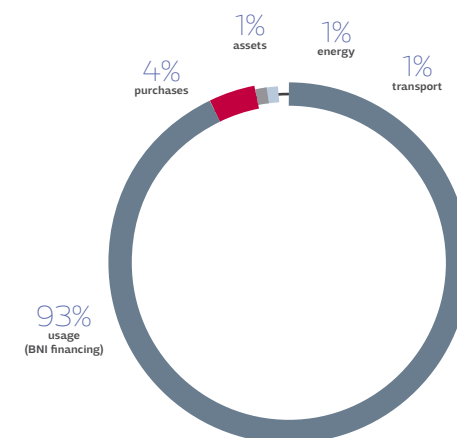
INDIRECT EMPLOYMENT
supported by local supply-chain actors

INDUCED JOB CREATION
created by household and public-sector spending

JOB CATALYSATION
Beneficiaries' expenditure is serviced via MVOLA advances and enable to the solicitation of a downstream supply chain that also generate indirect and induced socioeconomic impact.

ENVIRONMENTAL IMPACT

ENVIRONMENTAL IMPACT PER CATEGORY



111 155 tCO₂e
by cluster operations
[vs. 117 012 tCO₂e in 2019*]

90 tCO₂e
per cluster employee

34% of AXIAN's carbon footprint
(restricted scope)**
[vs. 36% in 2019]

* Corrected higher energy consumption in 2019

** Excluding extraction of raw materials and usage of goods sold to JOVENA end-users

AXIAN FINANCIAL SERVICES

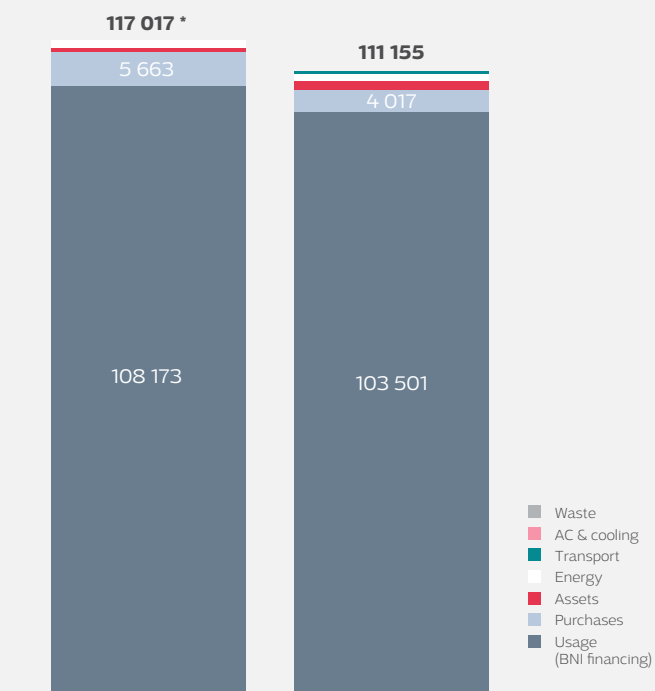
ENVIRONMENTAL IMPACT



101 tCO₂e
per cluster
employee in 2019

90 tCO₂e
per cluster
employee in 2020

↓-5%



* a correction on prior energy consumption in 2019 has resulted in a slight increase

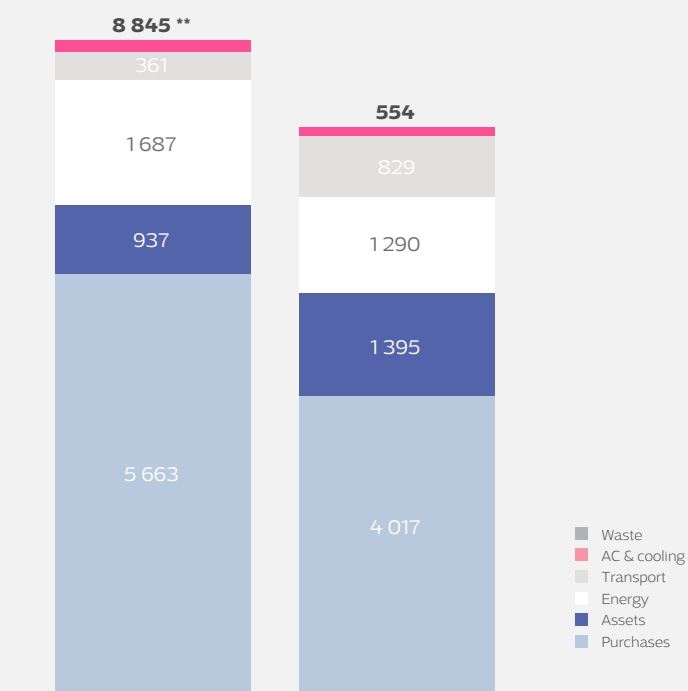
ENVIRONMENTAL IMPACT (LIMITED SCOPE*)



7 tCO₂e
per cluster
employee in 2019

6 tCO₂e
per cluster
employee in 2020

↓-13%



* excl. Finance cluster usage (carbon footprint of BNI financing beneficiaries)

** a correction on prior energy consumption in 2019 has resulted in a slight increase

AXIAN FINANCIAL SERVICES

Talent & Entrepreneurship



Gender Equality

In terms of the Finance cluster, in 2021, we have raised the feminisation rate from 56% to 57%. 41 women made use of their maternity leave, and in terms of recruiting women, we grew from 56% to 61%, a 5% increase. We also noted a significant increase in women being promoted, as women represented 55% of all newly-promoted employees—this same ratio was 48% in 2020. To date, 38% of employees hold positions of leadership and/or management are women.

BNI

Wellness week

BNI organised a Wellness Week to maximize its staff's wellbeing and health, and give them access to resources pertaining to career management, CSR, work-life balance, health and relaxation—all with advice and events to illustrate the concept of wellness to its employees.



BNI

Internships

BNI hired 30 part-time interns from IST Antsiranana and the University of Antananarivo, most of whom are currently studying banking and insurance.

Innovation & Investment

BNI

Financing rural electrification

In the spirit of having a positive impact on the socio-economic growth of rural communities and villages in Madagascar, BNI financed the electrification of 25 villages, where WeLight is deploying clean, reliable and affordable energy-production solutions to accelerate energy inclusion across Africa.

The bank also approved partial financing for 4 hybrid-thermal power plants (3 for GES Sava, 1 for GES Menabe).

BNI

Opening of new branches

BNI opened 7 new branches in Vohipeno, Miandrivazo, Toamasina Mangarano and Ambohidratrimo.



Agence Vohipeno



Agence Ambohidratrimo

AXIAN FINANCIAL SERVICES

Environment & Climate

BNI

Through its SUNREF program, the Agence Française de Développement awarded BNI Madagascar a total of 15 million euros dedicated to projects relating to renewable energies, energy efficiency and environmental preservation.

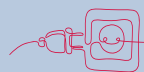
This project allows companies to develop greater eco-friendly practices while also benefitting from financing for projects that bolster preservation of the environment, energy efficiency or the usage of renewables for electricity.





34 000

tons de CO₂
sequestered via
Ambatolampy



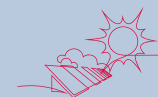
9H

of electricity per
day per household in
isolated villages



30 000

people given
access to electricity
in rural areas



1^{er}

solar-power
producer in
Madagascar

AXIAN ENERGY

It is essential that we tackle the challenge of **Africa's energy transition**. As such, AXIAN Energy's subsidiaries share a **single mission: clean, inclusive and affordable electricity for all** that is produced and distributed through hybrid, hydroelectric and solar energy.



« One of the AXIAN group's main priorities is to support the continent's energy transition through purposeful action, and we believe that as a private-sector operator in this field, we have a duty to drive innovation and pave the way forward. »

Benjamin Memmi
CEO of AXIAN Energy



AXIAN ENERGY

SOCIO-ECONOMIC IMPACT

MAIN FLOWS IN 2020 IN MADAGASCAR

PURCHASES
67,5 M\$
55 M\$ (2019)

SALARIES PAID
3,7 M\$
3,67 M\$ (2019)

TAXES PAID
92,2 M\$
99 M\$ (2019)

VALUE CREATION
47,1 M\$
28,3 M\$ (2019)

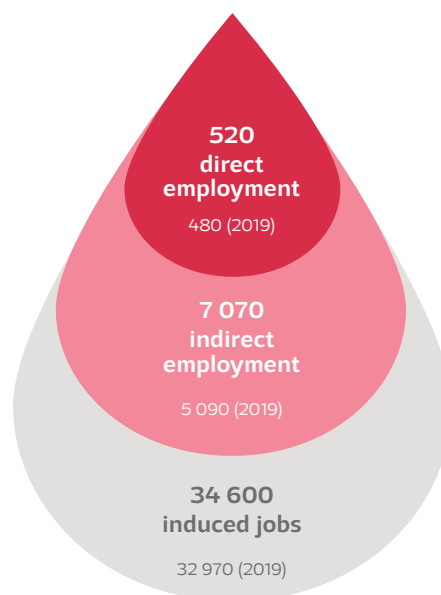
SOCIO-ECONOMIC IMPACT PER SECTOR (TOP 3)

PUBLIC SECTOR
30 340 jobs
72%

ENERGY
2 710 jobs
6%

BUSINESS
1 770 jobs
4%

SOCIO-ECONOMIC IMPACT PER IMPACT TYPE



160 M\$
of value creation
108 M\$ (2019)

**DIRECT
EMPLOYMENT**

**INDIRECT
EMPLOYMENT**
supported by local
supply-chain actors

**INDUCED JOB
CREATION**
created by household and
public-sector spending

42 190 JOBS CREATED IN 2020

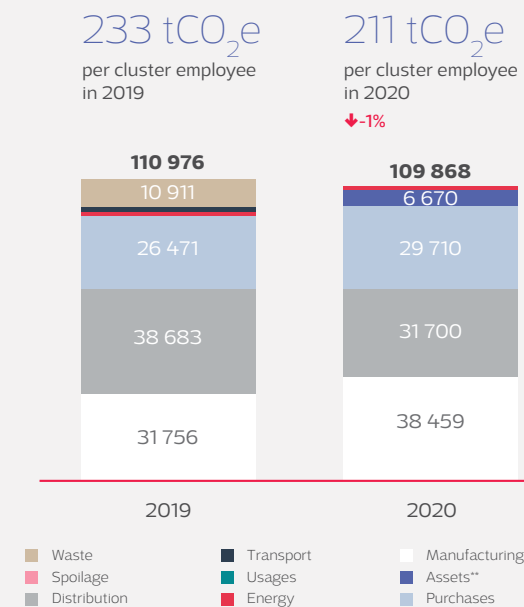
38 540 JOBS CREATED IN 2019

x 81

JOB CREATION MULTIPLIER:
for every AXIAN Energy employee, AXIAN Energy's activities create
80 more jobs across Madagascar.

ENVIRONMENTAL IMPACT

ENVIRONMENTAL IMPACT PER CATEGORY (RESTRICTED SCOPE*)



109 868 tCO₂e
by cluster operations [vs. 110 976 tCO₂e in 2019]

33% of AXIAN's carbon footprint (restricted scope)*
[vs. 34% in 2019]

* Excluding extraction of raw materials and usage of goods sold to JOVENA end-users

** Assets have been added to scope to increase scope coverage and quality

AXIAN ENERGY

Talent & Entrepreneurship



Gender Equality

As of 2021, the cluster's feminisation rate stands at 25%. In terms of recruiting women, we grew from 26% to 27%. Also, 27% of staff who received promotions this year are women and 16% of all staff in managerial and/or leadership positions are women.

JOVENA

Label SST Award

In partnership with the Services Médicales du Travail, the SST Label is an award presented to companies for the quality of treatment of its staff and its compliance with HSEQ laws and regulations as articulated by the CNAPS.

In 2021, JOVENA received an award for its SST management system across two existing labels: Fehizoro and Mendrika.



Presentation of the Labels SST Award to Fehizoro et Mendrika by the Minister of Work, Labour, Civil Service and Welfare Laws, Mrs. RAMAMPY Gisèle Marie

JOVENA

ISO 45 001 Certification

JOVENA converted its OSHAS 18001 certification into ISO 45001: international standards for health and safety at work. The main difference between ISO 45001 and its OSHAS counterpart is that the former focuses on how a person interacts with their workplace, whereas OHSAS 18001 focuses on mitigating these risks that pertain to Health and Safety at work, among other internal matters.

EDM

Local job creation

In 2021, we emphasized creating opportunities for employment locally. Most maintenance specialists come from areas where EDM has Maintenance Dispatch Offices.

This way, we support job creation and social inclusion in areas where finding work is harder due to the isolation and context of these areas.

This way, 56% of all new EDM staff work in the area that they came from. Out of 18 recruitments in rural areas (12% of EDM staff), 10 were local hires.



56%

of all new EDM staff work in the area that they came from



WELIGHT

Inclusion énergétique des entrepreneurs locaux

WeLight a participé au développement de plusieurs PME en alimentant en énergie 138 petites industries (+150% vs 2020) et 800 commerces.

GES

Appui au développement de l'entrepreneuriat local

GES a participé au développement social et environnemental en augmentant de 62 % ses fournisseurs et prestataires locaux.

AXIAN ENERGY

Innovation & Investment

EDM

Partnerships

In 2021, our partnerships with associations and NGOs continued to strengthen with our work together to deploy solar-energy solutions throughout the community. 7 installations contracts worth a total of Ar 797 million were signed.

GES

Working alongside local stakeholders

In partnership with the government via the Ministry of Energy and Hydrocarbons and the JIRAMA, GES provided clean, reliable and carbon-neutral electricity to the towns of Sambava, Antalaha, Vohémar and Morondava with reserve capacity set aside to allow for new nodes to be connected to the distribution network (at least 23 hours of electricity per day).

JOVENA

VISA Card and MBalik

In 2021, Jovena launched VISA payments for purchases made at its fuel stations, as well as the deployment of MBalik.



Payment by VISA CARD



Deployment kit of MBalik

WELIGHT

Call center service

We launched an innovative new service for our clients: the distribution of home appliances to our clients' houses, which helped us equip over 500 households.

We also deployed an innovative tool that maintains our ability to operate ethically with the launch of a call centre that gives clients access to information as well as the ability to be assisted remotely for their claims and requests.

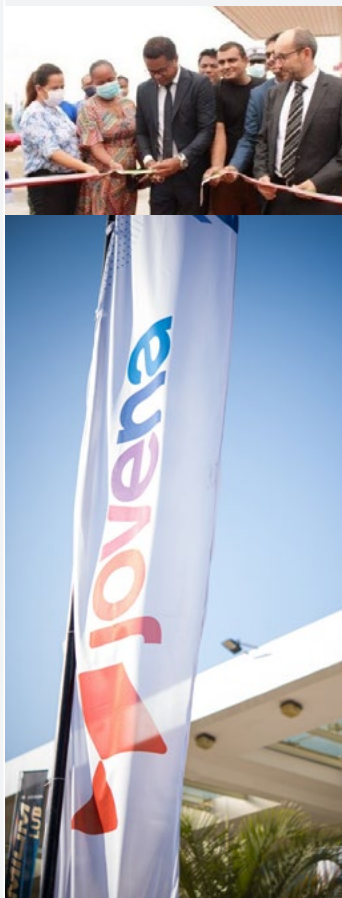
WeLight also distributes autonomous solar kits (SHS or Solar Home System) for remote households that cannot access to microgrids it has deployed over 250 SHS distributed to date.

Communities & Inclusion

JOVENA

100th JOVENA Station

Jovena continues to invest in the expansion of its network of fuel-stations to meet everyone's needs. They opened their 100th fuel station in February 2021 in the presence of institutional partners and various guests from Madagascar's business community. The Zato station is situated in Amborovy Majunga, and is a culmination of teamwork as well as a shared vision of Madagascar's economic growth. Access to energy is a fundamental right, thus Jovena is now diversifying into energy solutions that are cleaner, more durable and more accessible to as to improve the day-to-day lives of all. This 100th fuel-station aims to put a focus on customers, allowing them to travel across all of Madagascar with the assurance that they are being cared for "Jovena, your Energy Provider."



GES

Number of hybrid-energy beneficiaries (households)*

	Rural/ urban area
MORONDAVA - MAHABO	72 452
SAMBAVA	114 621
ANTALAHA	72 673
VOHEMAR	65 909

Source : Third general population and habitat census - INSTAT - February 2019

*by households per province

GES

Ambokatra, first-ever quarry to become hybrid-powered thanks to GES

A mobile solar-hybrid power plant was installed in the Ambokatra quarry, a site situated near Toamasina and operated by the company Colas. The plant has been designed and deployed by GES to function independently of the national power grid, and will be able to meet 100% of the quarry's energy needs.

The technology used for this project essentially combines a 148kWc solar plant and a 600 kWc fuel-powered thermal power plant, and should reduce Colas' greenhouse-gas emissions significantly. According to a press release published by GES, this power plant, « is equipped with cutting-edge renewables and electricity-production technology and should sequester a total of 90 tons of CO₂ per year, thereby helping reduce Colas Madagascar's carbon footprint ».

« The Colas group has committed to operating at net-zero emissions and set an objective to reduce its greenhouse-gas emissions by 30% before 2030 », Richard Ferrazi, Managing Director of Colas Madagascar, echoed.



AXIAN ENERGY

Environment & Climate

JOVENA

Mangrove restoration

A biodiversity and habitat conservation project with the aim of developing new carbon sinks with the increase in the climate-change mitigation budget were launched in partnership with GIZ&FUP BATAN and USAID Mikajy & FIVOI. Its objective: to plant 600,000 mangroves (studies have found that mangrove habitats can store up to 4 times more carbon than rainforests of the same size).



Objective:
600 000
mangroves

WELIGHT

Increased outreach to beneficiaries

WeLight doubled its own number of beneficiaries—27,000 beneficiaries at the end of 2021 compared to 13,600 in 2020—and electrified 12 new villages, including 8 in the Sofia province.

WeLight offers financing for the purchase of electricity-producing equipment in partnership with a micro-credit provider and launched a special « social » offer for low-revenue clients that only requires repayments of 300 Ar per day.

EDM

Supporting our energy transition

The energy solutions that EDM offers were rehashed and reoriented towards greater use of renewables. As a result, 46% of all installation contracts for new energy solutions were for solar-power equipment, and brought in over 5 billion ariary—over 1 million euros.



GREENYELLOW

Expansion of Ambatolampy, the Indian-Ocean's largest solar power plant

The Ambatolampy solar power plant in Eastern Madagascar is currently being upgraded.

80% of the 40,000 planned solar panels have already been installed—the full installation will take the plant's capacity to 40 MWC, produced over a surface area of 40 hectares.

The team currently working on the project have set a deadline in the first quarter of 2022 to launch production, which will supply clean, locally-sourced and affordable electricity to over 100,000 Malagasy households.

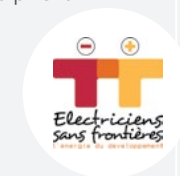
GreenYellow is proud to be involved in the clean electrification of the Big Island, as well as its energy transition.

EDM

Électriciens Sans Frontières

Électriciens Sans Frontières, a world-renowned NGO founded in 1986 to combat inequalities in access to electricity and water. With over 1,200 volunteers and partnerships with local actors, they champion economic and personal growth through renewables.

The partnership between AXIAN Energy and Électriciens Sans Frontières led to the installation of solar power equipment at a school in Anjozoro for a total of 65 million Ar.



EDM

Akany Avoko Ambohidratrimo

AXIAN Energy signed a contract to install solar panels for a total of Ar 49 million to power the Akany Avoko Ambohidratrimo centre's workshops

The Akany Avoko Ambohidratrimo centre is home to about 150 youths and children aged 0 to 18 and are placed there by a judge due to being in some sort of danger. Some of them were homeless, some are orphans or were removed from their families due to being abused, or due to the parents no longer being able to care for them, be it due to sickness or prison. This centre welcomes vulnerable youths from all over the country. It is the only facility of its kind in all of Madagascar.

EDM

Sahanala Madagascar SA

Sahanala Madagascar is an impact-centric social enterprise that was created in 2010 by Fanamby, a non-profit that manages 4 tier-five protected areas and a natural monument—namely Madagascar's famed Baobab Alley—across Madagascar. Its main objective was to empower local communities through professional trainings and launch a federation comprised of these communities to help them face external pressures and manage conservation efforts in their respective areas (including biodiversity).

GES signed a contract to install a solar-powered energy solution worth 522 million Ar.



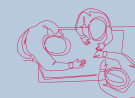
+300 000 m²

built



80%

of which are
workspaces



+35 000

jobs created

AXIAN REAL ESTATE

Nothing is more important than having the ability to evolve in workspaces and living space where we feel empowered and good. Therefore, AXIAN Real Estate **designs, builds and creates both residential and commercial buildings** that were made to maximise people's wellbeing while also meeting both **environmental and technical norms and standards**.



« We aim to give both businesses and people access to the highest-quality real-estate projects. Our projects, both past and present, demonstrate our commitment to providing real-estate that meets the highest available standards to all clients »

Teddy Hardy
CEO of AXIAN Real Estate



AXIAN REAL ESTATE



SOCIO-ECONOMIC IMPACT

ENVIRONMENTAL IMPACT

MAIN FLOWS IN 2020
IN MADAGASCAR

PURCHASES
5,5 M\$
7,3 M\$ (2019)

SALARIES PAID
740 K\$
743 K\$ (2019)

TAXES PAID
475 K\$
423 K\$ (2019)

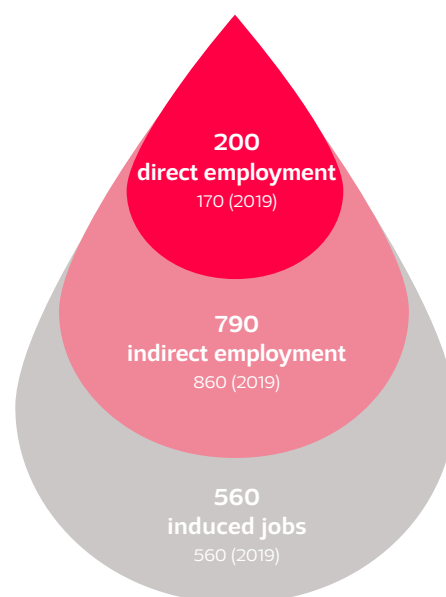
VALUE ADDITION
8,4 M\$
7,4 M\$ (2019)

SOCIO-ECONOMIC IMPACT
PER SECTOR (TOP 3)

CONSTRUCTION
300 jobs
20%

PUBLIC SECTOR
270 jobs
17%

CONSULTING
160 jobs
11%

SOCIO-ECONOMIC IMPACT
PER IMPACT TYPE

1 550 JOBS CREATED IN 2020

1 590 JOBS CREATED IN 2019

x 7,9

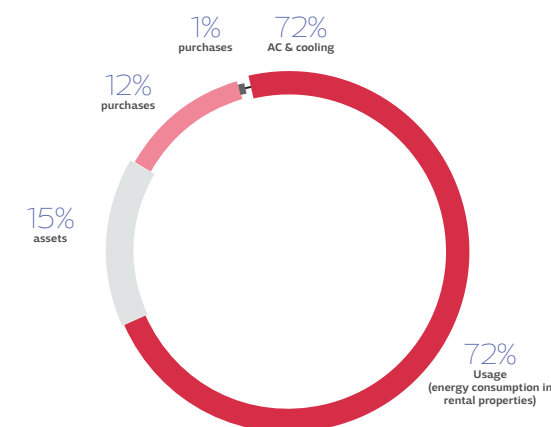
JOB CREATION MULTIPLIER:
for every AXIAN Real Estate employee, AXIAN Real Estate's activities
create **6.9 more jobs** across Madagascar.

12,6 M\$
of value creation
11,6 M\$ (2019)

**DIRECT
EMPLOYMENT**

**INDIRECT
EMPLOYMENT**
supported by local
supply-chain actors

**INDUCED JOB
CREATION**
created by household and
public-sector spending

ENVIRONMENTAL IMPACT
PER CATEGORY

26 964 tCO₂e
by cluster operations
[vs. 19 970 tCO₂e in 2019]
[vs. 26 663 tCO₂e in 2019
(restricted scope*)]

137 tCO₂e
per cluster employee

8% of AXIAN's carbon footprint
(restricted scope)**
[vs. 6% en 2019]

* Scope amended to include usage of buildings to include rented factory space that were excluded in 2019

** Excluding extraction of raw materials and usage of goods sold to JOVENA end-users

AXIAN REAL ESTATE

Talent & Entrepreneurship



Gender Equality

The real-estate cluster's feminisation rate stood at 26% in 2021, and women represent 15% of all employees recruited in the same year. We also noted a significant increase in women among employees who received promotions within their company—42% of them, compared to 14% in 2020. Over the same period, 20% of all employees in holding managerial or leadership positions are women.

FIRST IMMO

Support for professionalizing entrepreneur partners

As part of First Immo's impact commitments, they remanded formal contracts to 2 service providers who have been working with them for years.

Being satisfied with results shown and said providers' effectiveness, First Immo will provide them with guidance and counsel to set up formal businesses through which to service their clients.

First Immo afforded them access to several modular professional trainings:

- Starting a business
- Commercial contracts
- Rights and responsibilities for both employer and employee
- Customer service
- Financial and cash-flow management
- IT & tech crash course
- HR toolbox for entrepreneurs



Communities & Inclusion

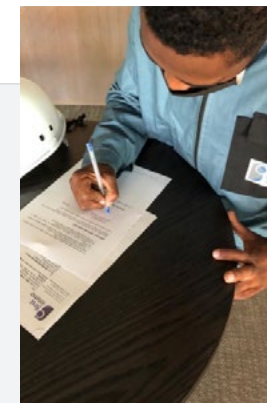
FIRST IMMO

Akany Iarivo Mivoy Recruitment

Two lucky employees signed their employment contracts with First Immo in December 2021.

Richard and Hajanirina are currently among the homeless persons being sheltered at the Akany Iarivo Mivoy center in Anosizato, which has been refurbished by the AXIAN Foundation in partnership with the CUA.

Their skills, good conduct and determination to succeed caught the eye of the Technical and Maintenance managers at First Immo.



AXIAN REAL ESTATE

Communities & Inclusion

SGEM

Launch of WELLO Centres

SGEM launched WELLO in Moramanga, Antsirabe, Iavoloha, Majunga and Sambava. WELLO is the first-ever brand of malls and commercial centres made specifically for less urbanised areas, and are situated either in town centres or along national highways. Their goal : to regroup different economic actors to so as to give people greater access to services, such as banking, insurance, food, etc... These malls are accessible to families with modest disposable income.



SGEM

Annual Community Cleanup Day around all SGEM spaces

This cleanup project aims to help people living around SGEM projects such as Park Alarobia and Riveira Tanjombato by giving them work while empowering them to sanitize and clean local water bodies and outflows. SGEM worked in tandem with the municipal governments and fokontany of the areas being targeted, with a stated commitment to hiring mostly housewives from neighbouring communities who do not work. SGEM distributed goodies and stipends to all hires.



Environment & Climate

SGEM

Installation of Waste Triage at Park Alarobia

We subcontracted ADDEV to add Park Alarobia to its FANAVOTANA program, a waste-triage initiative launched during the year's first quarter.

Implementation began with the training and an awareness campaign for all relevant personnel on-site as well as the purchase of all required equipment (scale, bins, etc).

Lastly, we circulated a note informing all tenants of the starting date of the triage program. The program officially began in March 2021.

The system we used to calculate the AXIAN Group's socio-economic and environmental impact.

UTOPIES[®]

FRANCE'S TOP-RANKED
INDEPENDENT CONSULTANT ON
SUSTAINABILITY AND STRATEGY




Utopies was founded by Elisabeth Laville in 1993 and is now the top-ranked consulting outfit for sustainability strategy and the first-ever French company to attain BCORP certification (122 points in 2020).

Our consulting relies on **4 axes** where clients can dig into new possibilities and integrate CSR into business and innovation.

- A positive brand
- Impact measures and implementation strategy
- Innovation that supplements change
- An integrated-sustainability approach.



Several carbon-accounting standards are widely used today:

	 GREENHOUSE GAS PROTOCOL	 BILAN CARBONE [®]	 ADEME Agence de l'Environnement et de la Matière de l'Énergie
KEY ELEMENTS	GHG PROTOCOL	BILAN CARBONE [®]	BEGES
TARGET	Companies	Companies, events, projects, collectives	All companies that are legally required to track GHG emissions
ORGANISATIONAL SCOPE	Funds and capital	Funds and capital	Funds and capital
OPERATIONAL SCOPE	Scopes 1, 2 and 3 (not required)	Scopes 1, 2 and 3 (over 23 benchmarks)	Scopes 1, 2 and 3 (not required)
AVAILABLE TOOLS	Sector-specific and crossfunctional	Master table to compute + utility templates following GHG Protocol, ISO, BEGES and CDP formats	No tools provided
EMISSIONS SCOPE	6 GHGs from Kyoto Protocol	6 GHGs from Kyoto Protocol + 3 GHGs	6 GHGs from Kyoto Protocol
THIRD-PARTY VERIFICATION	An independent or internal verification are both possible	No third-party verification available, but tools can only be used by persons trained by the BC professional association, thus ensuring accuracy.	Regulation does not require third-party verification but enunciated action plans are legally-binding.
AUDIT SPAN	///	Annual	Every 3 years for collectives; every 4 years for companies.

We will employ the **Bilan Carbone[®]** method to conduct this survey.

UTOPIES uses two complementary tools to conduct thorough carbon audits: the Carbon Audit V8 + the Local FOOTPRINT®

I. MATERIAL DATA

The Carbon Audit tabulator analyses material data and emissions markers; we also use the Ecoinvent database to identify and use other useful emissions markers.

Ecoinvent - the world's most consistent & transparent life cycle inventory database.

For example:

Employees' mobility (km per type of transport)
Electricity consumption (kWh)

This data is then used to calculate carbon footprint using more markers and indicators from world-renowned databases (ADEME, GIEC, etc).

II. FINANCIAL METADATA

First developed by UTOPIES, the LOCAL FOOTPRINT® macroeconomic model uses a hybrid analytical methodology (input-output* + LCA**) to estimate carbon emissions using a set financial-equivalence benchmark across the entire supply chain.

LOCAL FOOTPRINT® also assimilates indicators of a socio-economic (GDP and jobs) as well as environmental (GHGs and raw materials) nature.

For example:

Raw-materials expenditure is converted into GHG emissions through statistics drawn from the EXIOBASE input-output database.

This way, whereas the gathering of physical data is too long or even impossible, LOCAL FOOTPRINT® provides a high-quality alternative.



European Environment Agency



Financial-equivalence benchmark

x € paid to suppliers



x tCO₂e

* OCDE definition: input-output tables (IOTs) describe purchasing and selling transactions between suppliers and consumers within an economic system. They illustrate sales and purchasing streams of goods and services for both intermediary and final consumption that are registered according to sector of activity (standard sector table x sector) or according to product transactions (standard product table x product).

** Life-cycle Analysis (LCA) is a normative assessment methodology (ISO 14040 and ISO 14044) that allows for multivariate, multi-faceted environmental assessments of a system (product, service, business or process) across its entire life cycle.

The Methodological basis for the Local Footprint Model

To reproduce the real economy as realistically as can be

1

TO ANALYSE SEVERAL
LOCAL AND INTERNATIONAL
ECONOMIC DATABANKS

PURCHASING/PROCUREMENT



CONSUMPTION/USAGE



PRODUCT TRADE/EXCHANGE



SERVICES TRADE



PURCHASE/ADDED-VALUE
COEFFICIENT



TAX-TO-GDP RATIO/ SALARY-TO-GDP RATIO



2

TO CALIBRATE ALGORITHM
ADAPTED TO NATIONAL
SPECIFICITIES AND BALANCE OF
TRADE



	PRODUCTION FUNCTION										CONSUMPTION FUNCTION									
	FR	DE	IT	UK	US	ES	PT	GR	TR	RU	FR	DE	IT	UK	US	ES	PT	GR	TR	RU
France	1	0.1	0.1	0.1	0.1	0.1	0.1	0.1	0.1	0.1	1	0.1	0.1	0.1	0.1	0.1	0.1	0.1	0.1	0.1
Germany	0.1	1	0.1	0.1	0.1	0.1	0.1	0.1	0.1	0.1	0.1	1	0.1	0.1	0.1	0.1	0.1	0.1	0.1	0.1
Italy	0.1	0.1	1	0.1	0.1	0.1	0.1	0.1	0.1	0.1	0.1	0.1	1	0.1	0.1	0.1	0.1	0.1	0.1	0.1
United Kingdom	0.1	0.1	0.1	1	0.1	0.1	0.1	0.1	0.1	0.1	0.1	0.1	0.1	1	0.1	0.1	0.1	0.1	0.1	0.1
United States	0.1	0.1	0.1	0.1	1	0.1	0.1	0.1	0.1	0.1	0.1	0.1	0.1	0.1	1	0.1	0.1	0.1	0.1	0.1
Spain	0.1	0.1	0.1	0.1	0.1	1	0.1	0.1	0.1	0.1	0.1	0.1	0.1	0.1	0.1	1	0.1	0.1	0.1	0.1
Portugal	0.1	0.1	0.1	0.1	0.1	0.1	1	0.1	0.1	0.1	0.1	0.1	0.1	0.1	0.1	0.1	1	0.1	0.1	0.1
Greece	0.1	0.1	0.1	0.1	0.1	0.1	0.1	1	0.1	0.1	0.1	0.1	0.1	0.1	0.1	0.1	0.1	1	0.1	0.1
Turkey	0.1	0.1	0.1	0.1	0.1	0.1	0.1	0.1	1	0.1	0.1	0.1	0.1	0.1	0.1	0.1	0.1	0.1	1	0.1
Russia	0.1	0.1	0.1	0.1	0.1	0.1	0.1	0.1	0.1	1	0.1	0.1	0.1	0.1	0.1	0.1	0.1	0.1	0.1	1

3

TO QUALIFY FINANCIAL VALUE
OF ENVIRONMENTAL AND
SOCIOECONOMIC FACTORS

JOBS AND GDP



GHG EMISSIONS

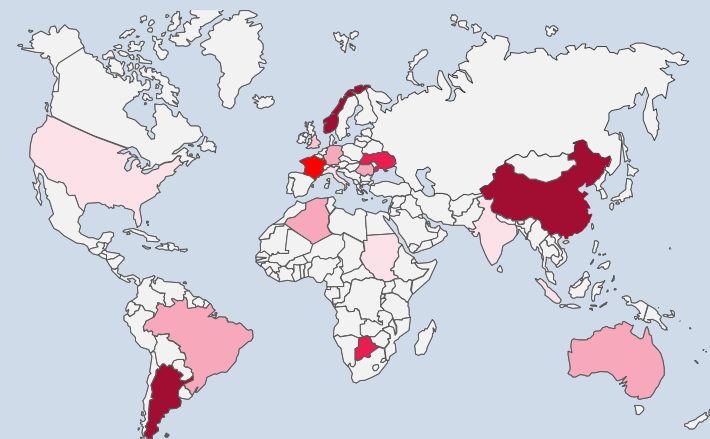
Raw materials
Water



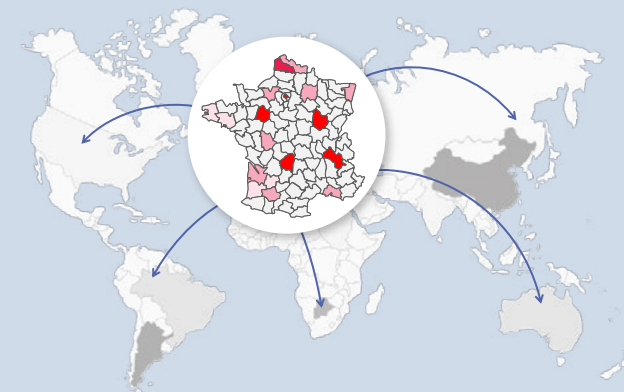
BIODIVERSITY



A GLOBAL MODEL...
(220 countries)



.. AND REGIONAL MODELS
(Details per region, district or province...)



LOCAL FOOTPRINT® COVERS 220 COUNTRIES
(GROUPING BY GEOGRAPHIC ZONES IS POSSIBLE) AND 380 SECTORS.

HSE & COVID RESPONSE



SHORTCUTS TO SECTIONS

HSE & Covid response

On top of the legal and regulatory requirements, AXIAN remains aware of the high responsibility it carries regarding the hygiene, security and working conditions, which must be addressed in the group's policies and drive both operational and financial excellence. We define this excellence as continuous rigour to maintain, preserve and improve workplace hygiene, security and environment (HSE) for employees, and also among our subcontractors. These initiatives have become even more urgent in light of the application of preventive measure to fight COVID-19 and protect people at their work.

HR POLICIES PERTAINING TO COVID-19

→ COVID-19 VACCINATION

AXIAN continues to maintain its rigor in the fight against Coronavirus. AXIAN's care center has been fitted to become a COVID-19 vaccination center. The vaccines are accessible to AXIAN employees, their close families and their children.



DONATIONS

→ AXIAN FONDATION

The AXIAN Foundation has made a COVID-19 treatment center available to AXIAN employees, their close families and their children. It is reserved strictly for patients who have contracted the virus and is equipped with 10 beds, ventilators, oxygen and other equipment and medication that are indispensable to COVID-19 treatment.

DONATIONS

→ BNI

BNI MADAGASCAR donated 3,500 litres of hand sanitizer, 22,000 KN95 masks, 1,400 face shields, 1,400 bottles, 12 ventilators and 24 tanks of compressed oxygen.



DONATIONS

→ TELMA COMORES

The mobile-network provider Telma Comoros and its employees united to face the COVID-19 pandemic. Together, they equipped over 1,300 students and teachers from the Mtsashiwa de Chouani Hambou School with masks.



Donations of PPE to **1 300** students and teachers

DONATIONS

→ NEXTA

In September 2021, NextA was temporarily converted to a vaccination centre for AXIAN employees who work in the Futura Andranomena complex.

FREE SENEGAL

→ INSTITUTIONAL SUPPORT

Free Senegal assisted the Ministry of Health with various initiatives, namely the distribution of health kits, sponsored communications equipment (cellphones, etc) to facilitate coordination between technicians and the purchase of cleaning agents to sanitize public spaces. We also donated WiFi modems and 15 GB data bundles to the Ministry of Education to accelerate the digitalisation of learning materials. Several university websites were also whitelisted.



AXIAN FONDATION



SHORTCUTS TO SECTIONS



FIND OUT MORE ON THEIR WEBSITE:

www.fondation-axian.org

The AXIAN Fondation

Improving the day-to-day lives of the underprivileged across Africa demands the best efforts of all, starting with the business community. Across Africa, **skillsharing and initiatives that enshrine smoother collaboration** between public and private-sector actors in economic and development and social coverage are becoming a key part of CSR projects and strategies.

As part of its **commitment to bringing about long-term quality-of-life and community-level improvements** in its host countries while also driving positive impact on economic development, the AXIAN Group created the AXIAN Foundation. It has since allowed the group to **give life and substance to its commitment** to meeting societal needs and supporting state and governmental welfare initiatives.

To implement the highest-quality initiatives and champion progress across the Sustainable Development Goals (SDGs) as defined by the UN Global Compact, the AXIAN Foundation categorises its activities into **4 areas of expertise**:



EDUCATION



HEALTH



COMMUNITY
DEVELOPMENT



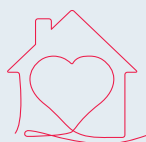
ENVIRONMENT
& SUSTAINABLE
DEVELOPMENT



2021 *in essence*

The AXIAN Foundation has operated in **Madagascar, Togo, Senegal** and the **Comoros** since April 2020, with a mandate to **bring to life the commitments** AXIAN as a whole has made to improve the day-to-day lives of the underprivileged.

The AXIAN Foundation is committed to **facilitating access for all to essential services** by acting directly in favour of its beneficiaries by **building infrastructure** for basic services, assisting with **capacity-building** and lending its support to **actors who are involved in socio-economic development**—all with the aim of making beneficiaries or groups thereof financially and socially autonomous.



400

HOMELESS PEOPLE WELCOMED
at the AKANY IARIVO MIVOY
center since March 2020

850

CONSULTATIONS OFFERED
per month with the MIAHY
JOVENA mobile clinic



11

SCHOOL GARDENS
created through the VOLY FIRST
IMMO program

100

SCHOOLS
built by SEKOLY TELMA
since 2016



5

SANITATION BLOCKS
built in elementary school within
the framework of the MADIO
TOM program



1

MULTI-SPORTS FIELD
built and **75 SPORTS LEADERS**
trained through the
M'HETSIKA MVOLA program



57,000

BENEFICIARIES of the 4
BASIC HEALTH CENTERS II
built through the SALAMA
BNI program



+100

ASSOCIATIONS, NGOs and other
public and private entities partners
of the AXIAN Foundation

Our area of operations

Now that it is present in Togo, Senegal and the Comoros through its operators TOGOCOM, Free and Telma respectively, the AXIAN Group aims to deploy more impact-oriented social initiatives across these countries with the help of its corporate foundation.



SENEGAL



TOGO

COMOROS



MADAGASCAR

CORPORATE CSR PROGRAMS



AXIAN FOUNDATION PROGRAMS



TO LEARN MORE, FOLLOW THE LINK
TO OUR FOUNDATION'S 2021 REPORT

???

Our area of *expertises*

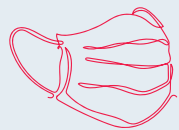
The AXIAN Foundation operates primarily in **areas that correlate highly with personal development**, as well as areas that pertain to conservation, protecting biodiversity and fighting climate change.

Our 4 areas of expertise define the scope of the AXIAN Foundation's projects.



EDUCATION

Improving access to primary-school level education



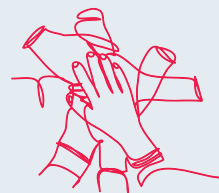
Improving access to and quality of healthcare

HEALTHCARE



SOCIAL WELFARE

Fighting marginalisation, poverty and socio-professional inequality



Protecting diversity and promoting eco-friendly consumer behaviour

ENVIRONMENT AND SUSTAINABLE DEVELOPMENT



AXIAN TELECOM

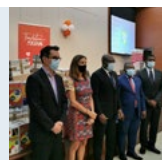
MARCH

Launch of the TAGGAT AK FREE MONEY and JANG AK FREE programs in Senegal



MARCH

Launch of the LANMESEN T-MONEY and NUNYA TOGOCOM programs in Togo



APRIL

Inauguration of 5 MADIO TOM sanitation blocks



MAY

Inauguration of 5 TELMA SEKOLY preschools



NOVEMBER

Signing of partnership with international NGOs Blue Ventures and United World School to build 5 public primary schools in southern Madagascar



SEPTEMBER

Donation of 12,000 school kits by the NUNYA TOGOCOM program



DECEMBER

Inauguration of the 100th SEKOLY TELMA school in Antoby



TELMA SEKOLY PROGRAM



Improving access to basic education for children in rural and/or isolated areas across Madagascar.

ACTIONS

The building of new primary-schooling facilities in isolated and/or rural areas to replace uninhabitable or decrepit facilities, thereby providing accessible education to areas that once had no available facilities.

Improving classroom conditions through the provision of reliable classroom equipment and furniture.

KEY FIGURES

- 100 schools build
- 272 classrooms refurbished
- 20,000 children enrolled in schools
- 45 million \$ invested since 2015



MADIO TOM PROGRAM



Giving primary-school students and teachers access to proper hygiene and sanitation infrastructure so as to help combat the spread of waterborne diseases and reduce absenteeism in primary schools.

ACTIONS

Building sanitation infrastructure in public schools in line with WASH standards to replace dilapidated equipment and broaden access to hygiene-boosting infrastructure.

Community awareness campaigns on WASH and menstrual hygiene.

KEY FIGURES

- 5 Sanitation blocks built in public primary schools across the City of Antananarivo
- 3,200 student beneficiaries
- 800 menstrual kits distributed to young women in public primary schools where MADIO TOM intervened
- 1 well built in a Basic Health Centre



NUNYA TOGOCOM PROGRAM



To improve access to basic education in isolated and/or rural areas across Togo.

ACTIONS

Building of classrooms to replace temporary shelters and create effective learning spaces

Construction of sanitation blocks and wells in primary schools

Distribution of school kits

KEY FIGURES

- 9 classrooms currently under construction
- 1,500 student beneficiaries

PARTNERS

- FONGTO
- Ministry of Education, Technical Training and Craftsmanship



DJANG AK FREE PROGRAM



To improve access to basic education in isolated and/or rural areas across Senegal.

ACTIONS

Building of classrooms to replace temporary shelters and create effective learning spaces

KEY FIGURES

- 3 schools currently under construction across the St Louis region

OPERATIONAL PARTNER

- Le Partenariat

AXIAN ENERGY

MARCH

Celebration of International Women's Day at the CSB II Ankatso



NOVEMBER

Electrification of the TELMA SEKOLY 100 by MAZAVA EDM



DECEMBER

Inauguration of the MIAHY JOVENA mobile clinic with UNFPA and FISA

DECEMBER

Inauguration of the neonatal service of the Sainte Fleur Pavillion



MIAHY JOVENA PROGRAM



To facilitate access to basic social, healthcare and hygiene services in Madagascar.

ACTIONS

The MIAHY JOVENA program is made up of 3 sub-programs:

- Rehabilitation of public hospitals and associated services.
- Launch of a new mobile clinic specialising in curative and curative care for women and newborn children.
- Launch of an innovative water fountain.

KEY FIGURES

- **1 mobile clinic service launched**
- **70 million Ar invested in neonatal equipment for the Sainte-Fleur Pavillion**



MAZAVA EDM PROGRAM



To provide renewable energy to basic-services infrastructure in Madagascar: EPP (public primary schools), CSB (health care centres), community centers and training centers.

ACTIONS

Installed solar panels on the roofs of social, educational and healthcare infrastructure.

KEY FIGURES

- **1 homeless shelter electrified**
- **100th SEKOLY TELMA EPP converted to solar power**
- **200 solar lamps donated to CEG Kelilanina students**



AXIAN REAL ESTATE



VOLY FIRST IMMO AND FIOMPIANA PROGRAMS



To participate in improving the health and nutrition of school students through the "educational vegetable garden" and "educational chicken coop" concept to fight school withdrawals and absenteeism.

ACTIONS

- Sowing of school vegetable gardens
- Building of school chicken coops
- Training teachers in gardening and rearing chickens/livestock.
- Sharing of relevant learning/teaching materials.

KEY FIGURES

- **9 chicken coops built in public schools across Antananarivo**
- **1 pedagogical vegetable garden built in the Akany larivo Mivoy homeless shelter**
- **1 pedagogical vegetable garden built in the minors' detention center in Antanimora**
- **1 chicken coop built in Akany larivo Mivoy homeless shelter**
- **1 pedagogical chicken coop built at the public primary school of Ankadinandriana**



AXIAN FINANCIAL SERVICES



SALAMA BNI PROGRAM



APRIL

Inauguration of the CSB II de Mahazaza—SALAMA BNI



AUGUST

Handing over of CSB II Ambohimanandroso

Improve access to basic services for Madagascar's underprivileged

ACTIONS

- Construction of basic health centers in isolated and/or rural areas
- Basic IT and connectivity services/ equipment in existing basic health centers
- Raising awareness on the use of digital tools for medical practice and the upskilling of healthcare professionals
- Financial support for awareness campaigns: women's cancers, cardiovascular diseases, diabetes, HIV and other STDs, malaria, malnutrition...

KEY FIGURES

- **4 basic health centers built in Mahazaza, Ambihomandrosoa, Ambanja and Antsahamamy**
- **57,000 SALAMA BNI infrastructure beneficiaries**



AXIAN OPEN INNOVATION & FINTECH



M'HETSIKA MVOLA PROGRAM



JANUARY

1st coaching and sports animation training



AUGUST

Inauguration of the first-ever MVola Multisports center in Anosizato



To champion sports for young people from underprivileged communities as a means to increase education, socialisation, health, wellbeing and create new opportunities.

ACTIONS

- Refurbishing of multisports infrastructure in populated areas across Antananarivo
- Creation of trainings for sports entertainment and refereeing
- Construction of recreational-sports infrastructure, such as "health trails" in Antananarivo

KEY FIGURES

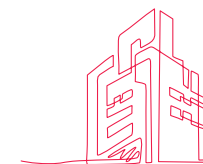
- **1 multisports complex built in Antananarivo's Anosizato district.**
- **75 persons trained in sports education and professional sports refereeing**



Year review

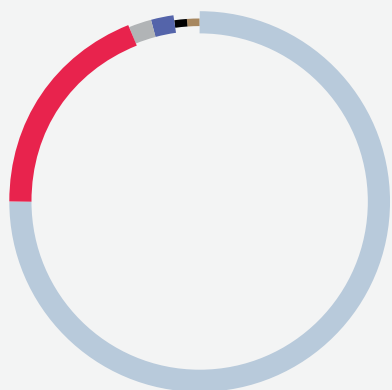


IN 2021
1 622 324 \$
 TOTAL EXPENSES
 IN ALL COUNTRIES AND
 AREAS OF EXPERTISE



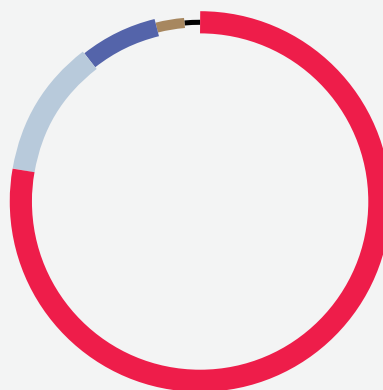
IN 2020
9
 SUBSIDIARY
 PARTNERSHIPS

DISTRIBUTION OF EXPENSES
 PER AREA OF INTERVENTION



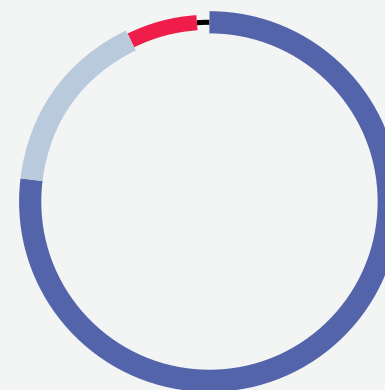
- 75% corporate CSR programs
- 19% operating expenses
- 2% emergency funds
- 2% social partnerships
- 1% strategic partnerships
- 1% foundation programs

TOTAL CONTRIBUTION TO
 AXIAN FOUNDATION (2021—USD)



- 1 132 353 Telecom cluster
- 172 212 Energy cluster
- 95 054 Financial Services cluster
- 38 434 Open Innovation & Fintech cluster
- 18 567 Real Estate cluster

EXPENSE ALLOCATION IN
 CORPORATE CSR PROGRAMS
 PER AREA OF EXPERTISE (2021)



- 77% Education
- 16% Healthcare
- 6% Social Welfare
- 1% Environment & sustainable development



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