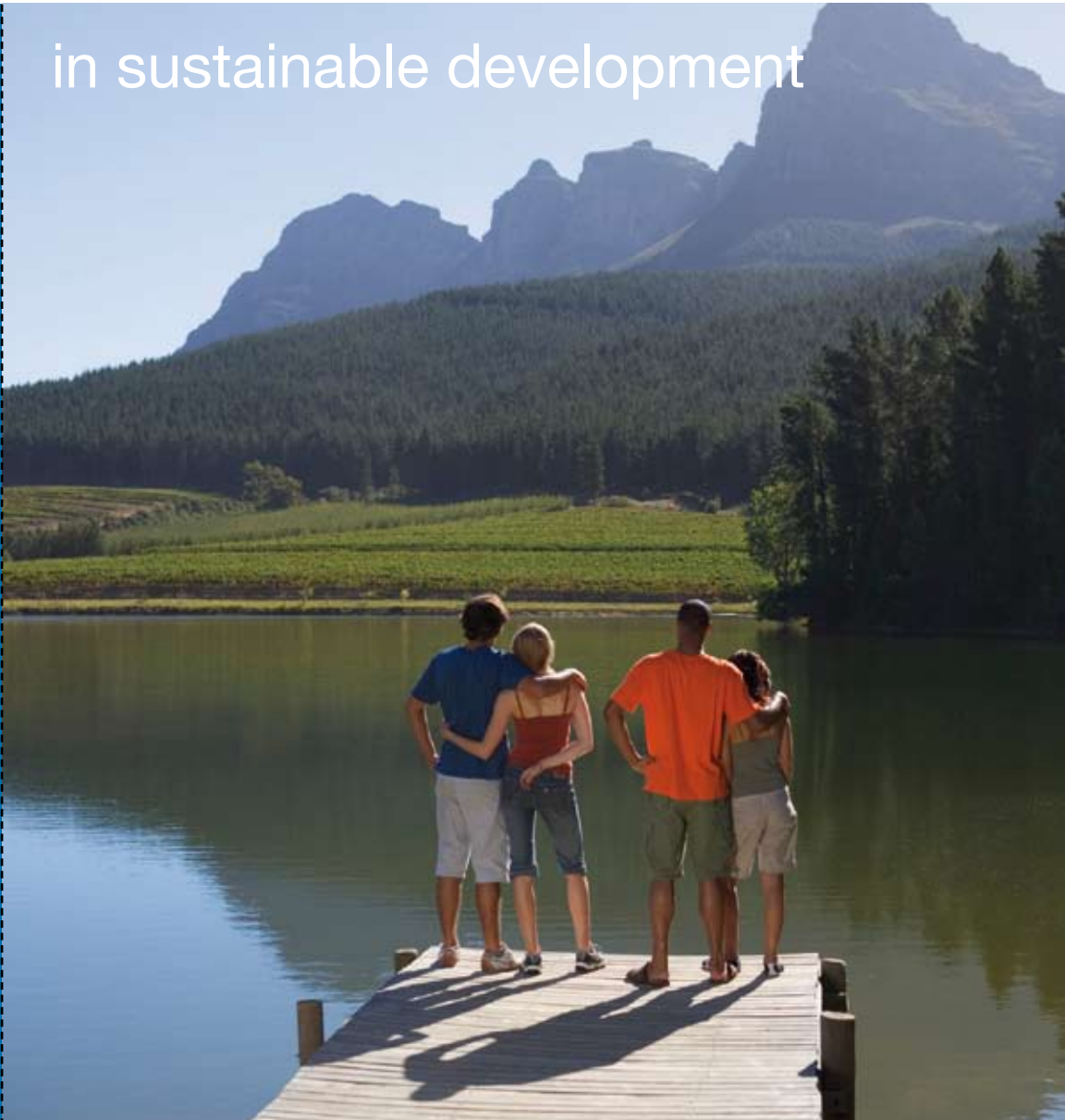


Our commitments

in sustainable development



What is sustainable development?

“Sustainable development is development that meets the needs of the present without compromising the ability of future generations to meet their own needs.”

Report of the UN World Commission for the Environment - 1987

Unifying objectives

Sustainable development attempts to unite what have long been considered conflicting objectives: the creation of wealth (growth), social progress (humanity) and environmental preservation (nature).

The potential benefits of unifying these ambitions have created a broad consensus of support for sustainable development, which in turn encourages innovation.



Sustainable development at Air Liquide

For over 100 years, Air Liquide has been in the same core business, operating under the same name, with steady growth, long-term relationships with its major customers, employees that enjoy seniority and a large base of loyal individual shareholders. To sum up, Air Liquide has sustained growth... durably and over the long term and, in 2003, formalized its commitment to sustainable development.



The principles of sustainable development, which are at the heart of Air Liquide's corporate strategy, are focused on four dimensions:



Creating value

for shareholders by developing the company's business performance over the long term and with transparency.

Developing the potential of men and women of the company

in their commitment to common objectives.



Preserving life and the environment

in the Group's operations and at its customers' sites.

Innovating for tomorrow

to guarantee the growth of the company and its customers.



A handwritten signature in black ink, which appears to be 'B Potier'.

Benoît Potier
Chairman and Chief Executive Officer



At Air Liquide, the economic dimension of sustainable development is focused first and foremost on the company's responsibility to its shareholders.

For over a century, Air Liquide and its shareholders have enjoyed a relationship of mutual trust. The Group puts its shareholders at the heart of its strategy, with a single objective: increasing investment value through the sustained and steady growth of earnings and dividends over the long term. The Shareholders' Charter formalizes the terms of this commitment.

The Group's corporate governance is rigorous and transparent.

The members of the Board of Directors are chosen for their competencies, integrity, independent spirit and determination to take the interests of all the shareholders into account.

In 2009, Air Liquide was awarded the **Shareholders' Democracy Prize and the First Prize for Corporate Governance** by the French financial publication AGEFI.

Shareholder loyalty is a source of continuity in Air Liquide's long-term strategy permitting regular growth in earnings.

Solid and sustained growth in earnings over 30 years



Shareholders' Charter

- Consideration and respect for all shareholders,
- Listening to and informing shareholders,
- Shareholder remuneration and increased investment value over the long term,
- Services dedicated to shareholders.



43,000 men and women in over 75 countries make up multicultural and multidisciplinary teams. Air Liquide promotes diversity, facilitates and speeds up knowledge transfer, motivates and involves its employees and encourages social and human commitment.

Promoting diversity

Air Liquide works toward:

- making teams and careers ever more **international**,
- **promoting employees' equality and their awareness** of world issues,
- looking for a better **balance between the responsibilities assigned to men and women**.



Facilitating and speeding up knowledge transfer

The Group must continuously evolve through:

- **training**,
- **competency** management,
- professional and geographic **mobility**.



Motivating and involving

The Group encourages the motivation and involvement of all its the employees through:

- **a flexible organization** favoring initiative and responsibility,
- **recognition of the competencies** and contributions of every employee,
- **active communication** to share the Group's objectives in a totally transparent manner,
- **encouragement of employees** to share in company stock.



Making commitments

The Air Liquide Foundation develops corporate philanthropy actions in **three areas**: scientific research focused on preserving the environment, scientific research on improving the respiratory function and support for **micro-initiatives** in the countries where the Group is present.

The Air Liquide Foundation gives Group employees the opportunity to show **their social and human commitment** by becoming sponsors of these micro-initiatives.



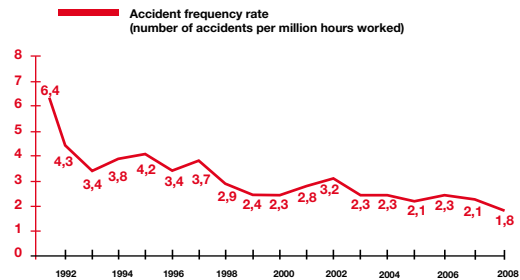
“Safety is, and will remain, our highest priority.”
Benoit Potier.

Safety and the environment are at the heart of the Group’s industrial policy.

Safety for people and sites

Safety is a real priority not only for the Air Liquide teams but also at its subcontractors and customers’ sites. This strong emphasis on safety has helped the Group **to cut its accident frequency rate by two thirds in 17 years.**

Frequency rate of lost-time accidents in the group



Preserving the environment

Air Liquide plays an active part in preserving the environment, both in the Group’s operations and at its customers’ sites.

• In the Group’s operations

Air Liquide works toward regularly improving its energy performance: in its air separation units, energy consumption per unit of gas produced has been reduced by **10% over the last 10 years.**

• At its customers’ sites

Many of the gas applications and services Air Liquide provides help preserve the environment, protect customer products and, in the healthcare sector, sustain life.

These applications and activities that help preserve the environment and sustain life account for about **36% of the Group’s sales.**



Air Liquide came into being in 1902, thanks to an invention: a new liquefaction and separation technology for air gases. Innovation, the company's most basic value, is celebrated each year in all the Group's units on November 8, the anniversary date of the company's creation.

Teams at research, technology and engineering centers worldwide move the Group forward in three major directions: **sustainable environment, healthcare and hygiene and advanced technologies**. These teams develop innovative and competitive processes for gas production, create new applications and service offerings, disseminate technical expertise throughout the Group and take part in an active scientific watch.

Sustainable environment

Sixty percent of the Group's R&D budget is earmarked for the reduction of energy consumption, cleaner production, the implementation of new energies and in particular, hydrogen, a clean energy carrier.

Healthcare and hygiene

The Group focuses on relieving pain, developing new medical gases, fighting nosocomial illnesses and providing healthcare at home...

Advanced technologies

Activities in this sector are centered on developing new processes and molecules for electronics, the space industry and aeronautics.



Innovation in figures

- A budget of 224 million euros,
- 1,000 researchers, 25 nationalities,
- 8 research centers in France, Germany, the United States and Japan,
- A portfolio of more than 2,600 patents.

Sustainable development is everyone's business

The company's long-term performance, safety, energy savings, respect for men and women, training, innovation... these principles, among others, make up Air Liquide's growth strategy.

Contacts

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Air Liquide is the world leader in gases for industry, health and the environment, and is present in over **75 countries** with **43,000 employees**. Oxygen, nitrogen, hydrogen and rare gases have been at the core of Air Liquide's activities since its creation in 1902. Using these molecules, Air Liquide continuously reinvents its business, anticipating the needs of current and future markets. The Group innovates to enable progress, to achieve dynamic growth and a consistent performance.

Air Liquide explores the best that air can offer to preserve life, staying true to its sustainable development approach.