



# **AFYREN NEOXY**

## **The 1<sup>st</sup> AFYREN factory**

**A unique biorefinery for low-carbon,  
circular manufacturing**



**AFYREN NEOXY**

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## Making the transition to a greener future

“ The urgency of a global response to fight climate change is no longer up for debate.

The planetary rise in temperatures is creating undeniable risks for companies' environmental and social ecosystems. Over the long term, the price we pay for inaction will be much higher than the costs of a worldwide ecological transition.



By proposing a wide range of biobased solutions, AFYREN is offering a simple alternative to petroleum-based acids via the valorization of co-products from biomass. We enable industries that seek natural, low-carbon solutions to make the transition to a greener future, while at the same time providing new ways of adding value to the agricultural sector.

In an effort to meet the strong demand for these biosourced alternatives, the AFYREN team has been working for three years to transition to industrial scale and open its first plant: AFYREN NEOXY. Throughout the design process, particular attention was paid to the integration of the plant into its environment to allow the creation of short supply chains and a zero-waste production model. The challenge now is to develop operational excellence on a scale that meets the needs of our future customers while developing our ability to adapt to different types of biomass, depending on the environment.

With the commissioning of AFYREN NEOXY, AFYREN is setting the stage for the emergence of a European and global bio-economy sector. This is the result of effective collaboration between governments, economic partners, suppliers and customers. We are convinced that this first plant will enable us to sustain and rapidly replicate our low-carbon, circular, zero-waste biorefinery model internationally, with the opening of new industrial sites.

Together, we can create a movement toward sustainable and pragmatic alternatives.

**Nicolas SORDET**  
CEO and co-founder of AFYREN

**Jean SAINT-DONAT**  
President of AFYREN NEOXY

**60**

**EMPLOYEES**  
in Carling Saint-Avold

**≈ 100**

**EMPLOYEES**  
group-wide

**€80M**

**FINANCING OBTAINED**  
for the construction of the plant

**7**

**ORGANIC ACIDS**  
100% bio-based produced on the same site

**16 000t**

**PRODUCTION CAPACITY**  
within two years

**70%**

**TARGET PRODUCTION HAS ALREADY BEEN PRE-SOLD**  
target production of organic acids from the AFYREN NEOXY plant

**30 000t**

**GREENHOUSE GAS EMISSIONS ELIMINATED EACH YEAR**



## AFYREN NEOXY: THE FIRST AFYREN FACTORY

While many consumer products are still largely based on petroleum derivatives, a growing number of industries are looking to reduce their use of these ingredients to differentiate themselves and strengthen their value chain with natural, low-carbon solutions.

### 1.1. AFYREN: Sustainable, high-performance, biosourced solutions

Founded in 2012 by Jérémy Pessiot and Nicolas Sordet to address this need, AFYREN is developing a breakthrough innovation in green chemistry: a range of 7 fully biobased organic acids, traditionally used in the human and animal nutrition, flavors and fragrances, cosmetics and fine chemicals sectors. These biobased solutions are directly derived from the transformation of sugar beet co-products.

**“ AFYREN has developed an innovative fermentation technology, based on natural micro-organisms, to valorize co-products from non-food biomass. The fermentation process is biomimetic, which means that it reproduces on an industrial scale a fermentation process that occurs naturally. The process yields products that are then extracted and purified by distillation to obtain the 7 pure organic acids.”**

**Jérémy PESSIOT**  
Deputy CEO, co-founder  
and Director of Innovation at AFYREN

This unique approach enables the production of these 7 bio-sourced organic acids in a single process.

The only co-product left over is recovered as a fertilizer that can be used in organic agriculture – a return to the earth that completes this totally circular system.

AFYREN NEOXY, AFYREN's first factory, will produce these biomolecules on an industrial scale and offer client companies the same performance as existing conventional products. These solutions allow us to offer a much more climate-friendly product portfolio, with one-fifth the carbon footprint.



### 1.2. The realization of an industrial project based on operational excellence

#### AFYREN NEOXY, the culmination of our industrial ambition

At the end of 2018, AFYREN committed to the implementation of its industrial project. A fundraising round and the creation of a joint venture with the investment fund “Sociétés de Projets Industriels” (SPI), managed by Bpifrance, and subscribed to by both the Programme d'Investissements d'Avenir (Investment Program for the Future) and the European Investment Bank, paved the way for the creation of the AFYREN-BPI joint venture: AFYREN NEOXY. AFYREN had secured the means to fulfill its ambitions and begin the construction of its industrial project in 2020.

Despite the global health crisis, the construction of the plant, which began in the second half of 2020, was completed on time and in good safety conditions. Numerous technical partners (engineering, equipment, software solutions, etc.) were mobilized for this project, representing more than 200,000 person-hours worked and bringing the number of people present simultaneously on the site to more than 150 at the height of the project.

All told, it took 20 months for AFYREN NEOXY to open its doors on September 29, 2022, after all the major milestones were reached: obtaining the operating license, completion of civil works, installation of the first equipment, construction of the administrative building and the gradual industrial commissioning of the various units.

At full capacity, AFYREN NEOXY will produce 7 biobased carboxylic acids (16,000 tonnes) and a potassium rich fertilizer.

## KEY DATES

**2012**

**AFYREN IS CREATED**

**2018**

**CREATION OF AFYREN NEOXY**  
with the fund  
“Société de Projets Industriels”

**2020**

**THE PLANT IS UNDER CONSTRUCTION**

**2022**

**INDUSTRIAL COMMISSIONING OF THE PLANT**

**2022**

**START OF PRODUCTION**  
and gradual ramping up of  
volumes produced

## A factory with the highest standards of performance and quality

To ensure a maximum level of security and performance from the start of construction, the entire team worked to implement a culture of operational excellence, while maintaining the agility of a young company.

**“ The AFYREN Global Performance program created a cohesive organizational culture that brings together a management system and reliable data from all the plant’s business to continuously analyze and improve operations,” Olivier Marquant, Director of the plant, explains. “We’ve deployed the best data processing technologies to obtain relevant information to adjust the plant’s operation in real time.”**

Olivier MARQUANT, Director of the plant

These efforts allow AFYREN NEOXY’s production equipment to be more efficient both financially and environmentally, optimizing yields and making energy savings. The company strives to create a work environment that is structured around this culture of efficiency as soon as employees are onboarded.

AFYREN NEOXY has also decided to deploy from the beginning of its operations key frameworks related to operational excellence and quality, including FSSC22000<sup>1</sup> and GMP+<sup>2</sup> certifications, Kosher and Halal certifications and ISO 9001, 45001 and 14001 standards. The operational team has set itself the goal of obtaining these certifications by the end of the first quarter of 2023. The certifications are a mandatory requirement for certain markets and offer real competitive advantages. They are also tools that enable the implementation of efficient systems to better serve customers.

In addition, AFYREN obtained the COSMOS approval from the ECOCERT reference system in 2016. Intended for the marketing of organic or natural cosmetics, this certification of excellence guarantees the absence of petrochemical ingredients and GMOs and attests to the quality of AFYREN NEOXY’s production and transformation processes in terms of respect for the environment and biodiversity.

Certifications like these are key to getting access to high value-added markets like cosmetics, where many of the big players aim to use only biosourced ingredients and in particular ECOCERT/COSMOS certified ones. AFYREN’s value proposition, based on both biobased production and low environmental impact, brings significant additional value to its customers.

<sup>1</sup> Demonstrates the performance of AFYREN’s Food Safety Management System to retailers.  
<sup>2</sup> Ensures feed safety throughout the production chain

## 1.3. Serving high-demand markets to the fullest possible extent

The organic acids market, currently 99% petro-sourced, is worth \$13 billion and is growing at an annual rate of 5.7%.

Despite the strong demand for bio-based alternatives, the installed production capacity to meet this demand is currently very limited or non-existent across the entire product range. With its move to industrial scale and the commissioning of AFYREN NEOXY, AFYREN is positioning itself as a forerunner, addressing unmet needs by providing an industrial solution as companies strive to meet the challenges of sustainable development.

With its different product lines, AFYREN is positioned to serve 6 key sectors: food, feed, flavors and fragrances, lubricants, materials science and life sciences, offering bio-based solutions adapted to each target market.

**“ The environmental component is now at the heart of value-chain construction for many companies. The naturalness of products is also a differentiating element for many markets, such as cosmetics or human food.”**

Jérémy PESSIOT

Deputy CEO, co-founder and Innovation Director at AFYREN

For other sectors, the favorable carbon footprint of these products, which, when compared with their petro-sourced equivalents demonstrate a sharp reduction of CO2 emissions, is a winning argument. In terms of applications, AFYREN NEOXY offers, through its “Drop-in” approach, molecules already known and present on the market. Although AFYREN’s method of production is extremely disruptive, its bio-sourced molecules most often do not need to obtain specific authorizations as long as they meet the usual specifications in the markets they are competing in.

AFYREN’s solutions also are both a European and a “made in France” offering in a sector where production is mainly non-European and highly concentrated. What is more, since AFYREN’s offerings do not depend on oil, they guarantee better price stability and supply costs since they are independent of oil market fluctuations.

To date, sales of 70% of the target acid volume of the AFYREN NEOXY plant, at full capacity, are already secured through international contracts for applications in AFYREN’s 6 target markets. In addition to that, the entire target volume of fertilizer is already pre-sold, thanks to an agreement signed with the fertilizer company TERRIAL.



## 1.4. The right financing and partners to meet the challenges ahead

AFYREN has raised a total of more than €80 million from public and private sources to carry out its industrial project.

To support its industrialization phase, AFYREN chose to partner with Bpifrance, through its "Société de Projets Industriels" (SPI) fund. As a result, AFYREN NEOXY took the form of a joint venture, 51% owned by AFYREN and 49% by the "Société de Projets Industriels" (SPI) fund managed by Bpifrance.

**“ We are particularly proud to contribute to this reindustrialization project, which embodies the industry of the future: efficient, innovative, green and contributing to the creation of highly skilled jobs in the regions. The AFYREN NEOXY adventure is a perfect illustration of the raison d'être of the SPI fund and of Bpifrance.”**

Magali JOESSEL, Director of the SPU funds at Bpifrance

The AFYREN NEOXY project has also been able to count on the support of several partner banks, in particular Banque Populaire, BNP Paribas and Crédit Agricole.

AFYREN NEOXY also benefited from the support of local and regional authorities. The Grand Est Region has provided 1 million euros in aid for the creation of the new production unit in Carling, a major investment that will eventually create 60 direct jobs and as many as 200 new indirect jobs. At the national level, AFYREN NEOXY also got support from the France Relance recovery plan to develop its presence at the Carling Saint-Avold site by strengthening its logistics resources and creating new facilities.

The company also benefits from significant support from the European Commission and the European Joint Undertaking Bio Based Industry (BBI-JU), which has awarded it a grant of almost €20 million out of an estimated total cost of €33 million to conduct the AFTER-BIOCHEM project.

**“ The AFTERBIOCHEM project is a great example of the innovative bio-based industry we are already deploying in Europe: circular, sustainable, and competitive. Proving that we can substitute non-renewable fossil fuels with biological resources to produce organic acids for multiple applications is even more important given the current international context. Additionally, as one of the flagship projects funded by CBE JU, it shows how the bio-based sector is a viable path for industrial development in rural areas. By locating the biorefineries near the fields where the resources are generated, new green jobs are created in the countryside while diversifying the income of the current farmers.”**

Nicoló GIACOMUZZI-MOORE, Executive Director ad interim at CBE JU<sup>3</sup>

## Support from TotalEnergies

AFYREN NEOXY received support from TotalEnergies for its implantation on the Carling platform. In France, TotalEnergies supports the development of SMEs and start-ups in the ecological and energy transition and granted a loan to AFYREN in 2018 to help validate its technology, then still at the pilot stage, in Auvergne. As part of the redevelopment of the Carling platform, TotalEnergies also provided operational assistance to the company in the areas of environment, utilities, services and methods, facilitating the construction of the future plant on the platform.

**“ We are proud to welcome AFYREN to the Carling platform. This opening is further proof of TotalEnergies' commitment to the industrial future of the platform and its region, and to carbon neutrality. This new project also confirms the French renewable chemistry industry's dynamism and capacity to scale up. This success was made possible by the mobilization of all the players involved in making France an attractive industrial location.”**

Isabelle PATRIER, Director of TotalEnergies France

## A platform developed within the CHEMESIS association

CHEMESIS, which brings together petrochemical, energy and specialty chemical companies in Carling-Saint-Avold, develops synergies between the platform's players and acts as a one-stop shop for the implementation of new projects. The CHEMESIS platform enables economies of scale on utilities (water, gas, electricity) and helps with water-cycle management measures and the promotion of the circular economy. The platform also enables joint management of general services and equipment, facilitates logistics with access to numerous subcontractors, and provides services to ensure the health and safety of employees and local residents (safety drills, fire-fighting team, shared occupational health service).

The platform hosts three innovative green chemistry projects, making it one of the major renewable chemistry platforms contributing to the development of the bioeconomy in the Grand Est region of France.

Having joined CHEMESIS, AFYREN now participates in the platform's collective work and will in turn get involved in welcoming new projects to the site.



<sup>3</sup> The Bio-based Industries Joint Undertaking was a public-private partnership between the EU and the Bio-based Industries Consortium between 2014 and 2021. The new partnership Circular Bio-based Europe Joint Undertaking (CBE JU) took over the activities of BBI JU in November 2021.

## AFYREN NEOXY: A BIOREFINERY THAT IS TRULY UNIQUE

### 2.1. A strong territorial base

Historically an industrial region, the Grand Est is mobilizing in favor of relocalization and aims to become a European leader in the bioeconomy. Indeed, industrial biotechnology and plant-based chemistry have been defined as among the main strategic issues in the framework of the Grand Est Business Act II (a regional strategy for recovery and transformation resulting from a partnership between the French state and the region). In 2021, the decision was made to set up a club of biorefineries in the Grand Est region to accelerate the development of the bioeconomy and the synergy between these partners. Regional players are also developing a sectoral contract on industrial biotechnology and plant-based chemistry. It should roll out concrete measures over the next five years.

The commissioning of AFYREN NEOXY directly contributes to the development of regional and national French industry with the creation of a bioeconomy ecosystem with a number of actors:

**“ With its establishment on the Chemesis platform in Carling Saint-Avold, AFYREN NEOXY is also pleased to participate in the site’s transformation towards renewable chemistry. This choice strongly echoes AFYREN NEOXY’s project, which is to propose an alternative to the use of oil in chemistry. AFYREN confirms that its approach is completely in line with the government’s strategy on reindustrialization.”**

Jean SAINT-DONAT, President of AFYREN NEOXY

**“ With our support and the commitment of the local partners and the players concerned, we want to make this site a reference in innovation and green chemistry. This project reflects the Region’s strong commitment to reindustrialization and the vitality of the region, with a view to a more virtuous, more responsible economy. Our goal is to make the Grand Est a European leader in the bioeconomy. Because by focusing on the bioeconomy, we are acting to fight climate change while creating jobs that cannot be outsourced.”**

Jean ROTTNER, President of the Grand Est Region

Further underscoring its territorial roots, AFYREN NEOXY was also selected as a winner for its “NEOBOOST” initiative during the call for projects under the “(Re)localization” initiative from the “France Relance” plan to support strategic investments in critical sectors. This project aims to catalyze activity at the plant and support its diversification. In accordance with the objectives of France Relance, AFYREN NEOXY is affirming its competitiveness in the production of 100% biosourced molecules of French origin.

### 2.2. A strategic location in the heart of Europe

For its first plant, AFYREN took a resolutely territorial approach by selecting a location that ensures both a local supply chain for raw materials and proximity to the main European customers.

AFYREN NEOXY’s supply contract provides for the use of sugar co-products from crops located within a maximum radius of a few hundred kilometers from the plant. In this way, AFYREN NEOXY’s European customers benefit from a local and therefore secure source of production in the heart of Europe.

From both the delivery and supply standpoints, this geographical proximity enables major reductions in CO2 emissions.

The location in the Grand Est region represents a real territorial advantage, with a strong European and international scope.

**“ Setting up this project in the Grand Est was an obvious choice. It’s great to be in a region that has a real industrial tradition and culture, a pool of talent and skills, and that has developed a solid strategy for the development of industry, particularly the bioeconomy.”**

Jean SAINT-DONAT, President of AFYREN NEOXY



### 2.3. A formative European and global bioeconomy

The international scope of this industrial project is illustrated by the support of the European Union for the AFTER-BIOCHEM project.

For this innovative project, which aims to develop a sustainable, low-carbon and circular European industry, AFYREN brought together in April 2020 12 key bioeconomy players around AFTER-BIOCHEM<sup>4</sup>, an innovative European project aimed at developing a flagship biorefinery in Europe.

AFTER-BIOCHEM will enable AFYREN to validate an innovative, sustainable and replicable biorefinery model to contribute to the renewal of the industry and, more broadly, to develop a strong bioeconomy sector in Europe.

This project, scheduled to last until May 2024, has already made good progress. Driven by the active collaboration of all its stakeholders, the project has made it possible to build new sustainable value chains that have finally led to the marketing of the 7 acids produced by AFYREN. The start-up of the AFYREN NEOXY factory represents a very important step. The organisation put in place during the development and construction of the first AFYREN NEOXY unit must be deployed in order to prepare the following plants, by replicating a model of local and accessible raw material supply.

<sup>4</sup> « Anaerobic Fermentation & Esterification of Biomass to produce at industrial scale fine CHEMicals »





## DEVELOPING A CIRCULAR, LOW CARBON INDUSTRY

### 3.1. Helping reduce industry's carbon footprint while preserving natural resources

#### Take the carbon out of organic acid production:

By choosing locally sourced renewable raw materials and using a low-energy process, AFYREN NEOXY significantly reduces the carbon footprint of organic acids. Compared to their existing equivalents on the market, AFYREN NEOXY's acids have a carbon footprint divided by five.

This choice of sourcing and bio-based chemistry addresses the challenges of sustainable development in the chemical sector, which until now has been responsible for 6% of global emissions.

#### Valorizing biomass:

Natural resource management is at the heart of Afyren's activity. The company is particularly vigilant to respect these resources and is careful to source sustainable raw materials that are not in competition with human food crops and that do not require additional use of land or deforestation.

#### Initiate a fully circular approach:

The raw materials used are not only renewable, but also come from agricultural by-products that are not usually put to valuable use.

Moreover, AFYREN's manufacturing process is "zero industrial waste": All of AFYREN NEOXY's production is processed and put on the market. In addition to the seven organic acids, the plant also produces a form of fertilizer that is usable in organic agriculture. As for water consumption, it is almost non-existent since the process optimizes the use of the water naturally present in the biomass and operates largely in a closed loop.

These environmental benefits address real needs in the marketplace and offer solutions to manufacturers seeking to improve their manufacturing processes and finished products. AFYREN's objective is to replicate this plant's model by building other factories internationally to address the growth of the market and the challenges of sustainable development in the sector.

### 3.2. Exporting AFYREN NEOXY's visionary model internationally

#### A solution to high demand for low-carbon, bio-based solutions

Driven by consumer demand for more sustainable products and government policies to combat global warming, the percentage of bio-based alternatives is expected to grow substantially in the coming years.

Within this market, which remains 99% petro-sourced, AFYREN is seeking to ensure the sector's long-term transition to a circular economy by helping to reduce dependence on petro-sourced products and by offering solutions based on biomass recovery.

Anticipating high demand for its biobased acids, AFYREN is already planning the construction and commissioning of two additional plants by 2026.

#### A system that makes expansion easier

This replication should be simplified thanks to AFYREN NEOXY's efforts to set up an IT architecture, a management system and, more globally, a culture of operational excellence, that can be transposed to the next plants.

**“ From the outset, the objective was to create a first plant whose model could be quickly replicated. We want to deploy other units according to the “Build and Operate” logic. Our R&D platform and our industrial and commercial team will be key elements in the next stages of our expansion.”**

**Nicolas SORDET**, CEO and co-founder of AFYREN



# 3

## An agile and virtuous model

Two geographical areas are currently being studied for future factories:

- North America, where there are many biomass sources and significant outlets for the acids,
- Southeast Asia, a very active and growing region that is also a big producer of biomass.

In both cases, several potential sites are being studied for the replication of the first AFYREN NEOXY site. R&D is being carried out to finalize the choice of the substrate and adapt the production process to a local biomass that will be different from what the AFYREN NEOXY plant uses.

**“ These two locations will allow AFYREN to develop in the three major markets of Europe, Asia and North America, continuing to provide a local offering to customers. In this way, we maintain a territorial and sustainable approach and remain faithful to our initial vision.”**

**Nicolas SORDET**, CEO and co-founder of AFYREN

AFYREN will therefore remain in line with its purpose, “We enable low-carbon, circular industry by providing biobased solutions built with our partners to benefit the environment,” throughout the stages of its international development.



## THE AFYREN NEOXY TEAM

### 4.1. A committed team

AFYREN NEOXY is, at the end of the day, the first result of AFYREN's powerful industrial ambition. Driven by the conviction that it is possible to combine economic development, environmental preservation and employment, the founders have built a team totally committed to the same objectives. Thanks to a management culture based on high standards and benevolence, AFYREN provides a healthy and safe working environment for all employees and encourages their involvement in a meaningful project for the future. All employees are united around three strong values that reflect AFYREN's savoir faire every day: commitment, agility and humility.

As its team has tripled in size in two years, AFYREN has developed a recruitment model consistent with its values. In order to continuously enrich its culture, the company encourages the development of a diverse team through career paths and training that recognize and value everyone's talents and aspirations.

This attitude has guided AFYREN NEOXY's recruitment process. A portion of the manufacturing operators were selected according to the method of recruitment by simulation (MRS)<sup>2</sup>, in partnership with the teams at Pôle-emploi, the government network of employment offices. AFYREN NEOXY has chosen to give a large variety of people a chance by recruiting some of its candidates according to their abilities and skills rather than only on the basis of their education or experience.



All the operators recruited benefited from a 2-month training course, specific to AFYREN NEOXY's activities, designed and given by the IUT of Saint-Avoid.

#### The advantages:

- Diversify recruitment with unique profiles, both in terms of skills and age,
- Strengthen employee morale by integrating motivated people with atypical skillsets, who are sometimes in the middle of a complete job retraining program.

This culture of commitment and diversity is inherent to AFYREN NEOXY as it is also reflected in the management teams, which include varied and complementary profiles.

### 4.2. Governance

AFYREN NEOXY is a joint venture between AFYREN and the "Société de Projets Industriels" (SPI) fund managed by Bpifrance and subscribed to by both the Programme d'Investissements d'Avenir (PIA) and the European Investment Bank. This sharing of skills and resources helps enrich AFYREN NEOXY's development prospects every day.

All the members of the management team are united around the same commitment to the biosourced sector and are committed to developing AFYREN NEOXY's unique model. Through their dedication, they demonstrate that it is possible to combine ecological commitment and economic efficiency.

#### AFYREN NEOXY's Board of Directors:



**Nicolas SORDET**

CEO and co-founder of AFYREN

After a dozen years spent in the world of finance in France and abroad, Nicolas Sordet finally chose to move towards the world of industry and innovation by joining AFYREN in 2014. He actively contributes to the acceleration of the economic and industrial development of the company. His leadership, management, financial and entrepreneurial skills continue to develop and improve AFYREN's unique model.



**Jérémy PESSIOT**

Deputy CEO, cofounder and Innovation Director at AFYREN

In April 2012, after several years of research work, Jérémy Pessiot, then a PhD student in Microbiology & Bioprocesses, founded, conceptualized and validated the model that has become AFYREN's current technology. After having ensured the passage from the laboratory to the pilot scale, he is still very much involved in the industrialization of the AFYREN technology.



**Fabrice ORECCHIONI**

Chief Operating Officer of AFYREN

Fabrice Orecchioni has been the Company's Chief Operating Officer since 2018. With more than twenty years of international experience in industrial biotechnology, including new process scale-up, design, construction, and plant management, he has developed strategic, technical, financial, and commercial skills. At AFYREN, he pilots the industrialization and operational deployment of technologies developed in R&D.



**Éric LECOMTE**

Deputy Director of the SPI fund - BPI France

Previously head of the renewable energy investment department at Caisse des Dépôts, Éric Lecomte then participated in the launch of the SPI fund when it was created in 2014.



**Clara MARLIERE**

Investment Director at Bpifrance

Clara Marlière joined the SPI fund in 2017 after a first experience in audit at PwC



**The Management Committee of AFYREN NEOXY:**



**Jean SAINT-DONAT**  
CEO of AFYREN NEOXY

After more than 25 years in the chemical and polymer industry, Jean Saint-Donat joined AFYREN in 2017 to contribute to the acceleration of the company's industrial scale-up. He participated in the creation of the joint venture AFYREN NEOXY and became its CEO in 2018. His broad experience in the industrial sector, strong international exposure, and customer-focused leadership are all assets that benefit the development of the company in France and abroad.

**Olivier MARQUANT**  
Plant Manager



With his previous experience in plant construction, Olivier Marquant joined AFYREN in 2019 as Director of AFYREN NEOXY. He participated in the construction of the plant, supervising its start-up and operation. With extensive experience in the industrial environment, his skills benefit the company in a number of areas including safety, recruitment, training, industrial start-up, implementation of various standards, and the optimization of processes and maintenance.



**Gilles CLASADONTE**  
Financial Director of AFYREN NEOXY

After 18 years in the automotive and aerospace industry, Gilles Clasadonte joined AFYREN NEOXY in 2019, as Administrative and Financial Director. His diversified experience, particularly in the start-up of industrial facilities, as well as the implementation of various information systems, contributed to the creation and development of the company.

**Sandrine HILGERT**  
Head of Human Resources



Sandrine HILGERT joined the company in 2022. Her experience in an industrial environment contributes to the deployment of the company's objectives through its values and culture, shared by all the teams.

**AFYREN and AFYREN NEOXY sincerely thank all their partners.  
All of this would not have been possible without their support**



Bio-based Industries  
Joint Undertaking





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