



SUSTAINABILITY REPORT

2022

ALiS



AT THE HEART OF OUR COMMITMENT TO NORMANDY



The Executive Management of ALiS, all staff and all shareholders are fully committed to our ambitious Corporate Social Responsibility programme and to more virtuous and decarbonised mobility.

Faced with the climate emergency, ALiS is more than ever conscious of the impact of its activity and its responsibility to adapt it to the major environmental implications by implementing practical projects, lasting commitments and true transparency of the results obtained.

Furthermore, our regional anchoring must continue and take shape through our social and societal commitment, ensuring equal opportunities, workplace wellbeing and professional development of all staff.

The success of our CSR policy depends on the involvement and accountability of each of us whatever the job, role, resources, taking into consideration renewed quality and professionalism. I know that I can count on the commitment of all staff.

This report demonstrates our commitment over the last few years. It highlights our achievements, our aims, the practical initiatives we have implemented to create a positive difference. We are aware of the challenges facing us for the future but we are determined to rise to these challenges and continue to innovate and evolve, to together create the transition to decarbonised mobility essential for shaping a sustainable future.

Antoine TREBOZ
ALiS CEO



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OUR PURPOSE

ALiS is an economic,
social et societal link
between the regions at the
heart of Normandy



GENERAL PRESENTATION

The Rouen to Alençon motorway is a section of the A28 motorway and was opened to traffic on 27th October 2005. The A28 runs from Abbeville to Tours via Rouen, Alençon and Le Mans. It is an integral part of an essential motorway network, for the west of Europe, designated as E402, called ANSA (Axe North South Atlantic) which crosses the whole of France via the west thus avoiding the often heavily congested Paris Region.

The company Autoroute de Liaison Seine Sarthe S.A.(ALiS) was awarded, in the year 2000 and following a European call for tender, the concession of the A28 motorway Rouen - Alençon for a period of 62 years starting on 27th October 2005, the date on which it opened to traffic..

As a concession company, ALiS was given the responsibility by the State, by means of a concession contract approved by decree dated 29th November 2001, of the financing, design, construction, operation and maintenance of this public infrastructure for a given period of time.

On completion of the contract in 2067, the motorway will be handed over to the State. The advantage of this system, used by many countries, is that it results in rapid development of major public infrastructure whilst avoiding the cost of the infrastructure to be met by only the public finances of the State.

The employees of ALiS are located at the head office in Bosrobert, in the Eure Department, and at the Operations Centre in Chaumont, in the Orne Department.

The operation of the A28 motorway Rouen - Alençon is directly managed by ALiS and has been since 1st May 2021. The ALiS Operations Department teams carry out the essential role of network monitoring, traffic management, winter and summer clearing operations and maintenance, as well as toll collection.





KEY FIGURES

124,6 km
2X2 LANE



2
MOTORWAY INTERCHANGES
1 with A88 et 1 with A13



3
REST AREAS



3
REST & SERVICE AREAS

2
MAJOR ENGINEERING STRUCTURES
Bec viaduct and La Risle viaduct



68
COMMUNITIES
CROSSED



5
JUNCTIONS



103
STANDARDS
ENGINEERING
STRUCTURES



2
SITES
1 Head office
1 maintenance centre





OUR AMBITION 2023-2025

ALiS has multiple ambitions for the next few years :

- **Build on the real CSR dynamic initiated in 2020 in the company**, and conveyed by willing employees, directed at the highest level of the company with the full support of all shareholders.
- **Meet the challenges posed by decarbonised mobility**, crucial for meeting the targets set by the Paris Climate Agreement. Consequently, ALiS has fully committed itself to meeting ambitious Net Zero targets through implementing decarbonisation strategies, such as the use of renewable energy, participation in circular economy, investment in sustainable infrastructure, promotion of decarbonised modes of transport, but also through compensation of our unavoidable carbon emissions through carbon capture programmes.
- **Act to foster Biodiversity** through strategies founded on training and awareness of the protection and the sustainable management of biodiversity, combating climate change, preservation of natural habitats, and combating all forms of pollutions.

Our aim is for this ambition to permeate through the territories of Normandy that welcomes us in order to reinforce the societal links which bind us to local inhabitants and regional stakeholders. It is therefore through common effort, requiring changes at all levels of the company, that we become the driving force of our value chain. Consequently, we involve stakeholders by common approach in reducing the environmental impact of the infrastructure.

This commitment has resulted in the creation of a CSR Department with sole purpose of pursuing and implementing CSR policies and through the involvement of all company employees in the implementation of our theme bases action plan our 14 commitments..


ALiS ensures that the overall performance of the infrastructure meets the highest environmental and societal standards, taking all necessary actions in the decarbonised mobility change, the fight against climate change and the preservation of Biodiversity.

KEY POINTS OF OUR CSR POLICY



Committed participant in the life of our region over the last 20 years, we decided in 2020 to accelerate our environmental, social and societal commitment concentrating on: safety and satisfaction of the customers, the taking into account of sustainable development in all its states and support of all regional economic and societal initiatives.

The success of our company project rests on aligning our values and initiatives with humanistic and environmental implications, constantly seeking to improve our procedures, the quality of the services we provide and the overall impact on the environment and the society. The success rests, in particular, on the participation and involvement of all interested parties, starting with every company employees, our partners and our shareholders at the service of the customers as well as taking into account all stakeholders spread throughout the regions we cover.

After an initial phase comprised of exchanges with stakeholders (sub- concession holders, suppliers, customers, local authorities, institutional bodies, NGOs and local business bodies, etc.), 2021 saw the implementation of deliberate and structured CSR policies, taking into account the 17 United Nation Sustainable Development Goals, to make ALiS a company that combines both economic and sustainable performance.



Given its activity and size, ALiS, conscious of the impact that it has, has focused more particular on 6 Sustainable Development Goals to aim for and measure.

Since 2022, ALiS has implemented an action plan for **carbon neutrality** and is committed to achieving the aim of **net zero carbon emissions** by 2050

Since 2021, ALiS has committed to the United Nations Global Compact initiative for societal responsibility and its ten principles centred on Human Rights, employment standards, the environment and the fight against corruption.

ALiS published its first Communication on Progress (CoP) in 2022





OUR TARGETS FOR SUSTAINABLE DEVELOPMENT



**ALLOW EVERYONE TO LIVE
IN GOOD HEALTH AND
TO PROMOTE WELLBEING AT ALL AGES**

■ FOR OUR CUSTOMERS

ALiS is committed to reducing the number of deaths and of injuries resulting from road accidents on the A28 motorway for all users, whether they are motorcyclists, truck drivers or summer motorists.

ALiS is equally committed to reinforcing the prevention of psychoactive substance abuse, particularly drugs, medication and alcohol, when behind the wheel.

■ FOR OUR EMPLOYEES

ALiS is committed to the safety of its employees, particularly those exposed to motorway traffic and therefore to drivers who are sometimes careless or irresponsible. ALiS is equally committed to the Well Being of all employees in the Work Place with a number of initiatives aimed at its employees:

- An employee satisfaction survey for all ALiS staff.
- Negotiation of companywide agreements (profit sharing, gender equality, work place well being and working conditions).



- Overhaul of social policy as part of our CSR commitments.
- Annual day dedicated to safety for all ALiS staff with the presence of our partners (associations, State representatives, law enforcement agencies, suppliers, etc.).
- Development and implementation of our safety policy.
- Nomination of a Chief Happiness Officer circulating among voluntary employees.
- Work with Occupational Health on the ergonomics of work stations.

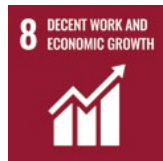
ALiS IN ACTION

Over the last few years ALiS has organised, in partnership with local authorities, many initiatives and events encouraging motorway users to take a break on their journey at hospitable locations with activities and services.

- Road safety days at the rest and service areas on the days of the start of the holidays.
- A road safety awareness day in Argentan.
- Organisation of a road safety Village.
- Organisation of “motorcyclists’ rest stops” along the network during special events (24 Hours of Le Mans and French Motorcycle Grand Prix).
- Events for HGV drivers promoting road safety (safety corridor).
- Actions and training days for students at a Normandy further education colleges for future HGV drivers.

We have also renewed our study on air pollution.





PROMOTE SUSTAINABLE AND SHARED SUSTAINED ECONOMIC GROWTH, PRODUCTIVE FULL EMPLOYMENT AND DECENT WORK FOR ALL

■ FOR OUR STAKEHOLDERS

ALiS supports the economic development of the region and is committed to the promotion of positive entrepreneurial initiatives, creating decent jobs, at the service of all. We place a certain number of purchase orders with organisations working in the field of social integration and workers with disabilities.

ALiS studies, with an open and positive approach, partnership projects with small and medium sized companies of the region in order to help them stimulate their growth and that of the region, increasing its dynamism, outreach and activity. ALiS will promote innovation and provide technical or financial support to meaningful and innovative projects, particularly concerning tourism and sustainable mobility.

■ FOR OUR EMPLOYEES

ALiS is completely committed to promoting diversity, fairness and inclusion through the creation of a company agreement resulting from transparent and balanced social dialogue within the company.

This agreement includes many measures aimed at finding a balance between professional and personal life, true workplace gender equality, combating discrimination, workers with disabilities, health & safety at work and sustainable mobility.

Many initiatives have been undertaken regarding our Disabilities plan and to combat discrimination :

- Disability awareness: Organisation within the company of the European week for the employment of staff with disabilities.
- Appointment of a RQTH advisor (official recognition of a person's status as a worker with a disability).
- Support to employers who are also caregivers.
- Appointment of 2 SGBV advisors (Sexual and Gender-Based Violence).
- Involvement in the «Activ' Challenge» organised by the AGEFIPH (Association for Funding of Professional Insertion of Workers with Disabilities).

ALiS IN ACTION

ALiS has established several partnerships with work led social insertion organisations. As an example, ALiS has provided support on many occasions to the ACCESS organisation based in Bernay, in the creation of a solidarity garage and also in the creation of facilities as part of a market gardening college. Other initiatives have been undertaken such as the Regional Anchorage strategy started in 2019 as part of the «ALiS 2020» company plan: :

- A partnership with the town of Bernay to participate in the supply of digital equipment to combat the digital divide.
- Support given to a River Risle cleanup programme initiated by the Brionne Canoeing and Kayaking Club, including installation of 2 educational information boards: the Radier d'Aclou de la Risle viaduct and Aclou Watermill sensitive natural zone.



BUILD RESILIENT INFRASTRUCTURE PROMOTE SUSTAINABLE INDUSTRIALISATION FOR THE BENEFIT OF ALL AND WHICH ENCOURAGES INNOVATION

■ FOR OUR STAKEHOLDERS

ALiS is committed to the quality and reliability of the A28 motorway infrastructure in order to encourage economic development of the territories served by the motorway, by gradually implementing specific solutions for the region's communities.

ALiS has carried out a comprehensive analysis of its risks and the procedures designed to eliminate or attenuate the impact on the smooth operation of the infrastructure and on the environment.

ALiS has incorporated sustainability into its operation, notably through a complete carbon evaluation and guards to limit its overall environmental impact and the consequences of current and future climate change through resilience studies and by adopting policies aimed at reducing greenhouse gas emission.

■ FOR OUR EMPLOYEES

ALiS values everyday innovation and fosters listening and implementation of technical solutions and best practice coming from the field and from our employees. All employees are fully involved in the implementation of our CSR action plans and to the 14 responsible commitments.

ALiS IN ACTION

We are gradually modernising the infrastructure in order to anticipate and maintain its resilience over the medium and long term with regards to climate change and extreme weather events.

ALiS aims to fully involve the A28 motorway in the sustainable mobility issues of today (electric mobility, carpooling, etc.) and of tomorrow. ALiS is also committed to a more rational use of energy resources and to more environmentally friendly industrial processes, particularly during maintenance and the upkeep of the infrastructure but also during winter weather operations.

During the upcoming interchange carriageway renewal, ALiS will test a new carriageway maintenance technique currently being developed abroad but not yet widely used in France, aimed at prolonging the lifecycle of the infrastructure.

other initiatives have been launched in the regions we serve supporting sustainable innovation projects such as the financing, in partnership of the Orne Department Council of a site for the hiring of electric or electrically assisted vehicles, for use at a number of touristic locations and for the 120 000 visitors to, and participants of, annual events at the Haras National du Pin.





IMPLEMENT SUSTAINABLE CONSUMPTION PATTERNS AND PRODUCTION PRACTICES

FOR OUR STAKEHOLDERS

ALiS is committed to reducing waste arising from the operation of the A28 motorway and will work with stakeholders on all waste cycles applying the 5R principle (refuse, reduce, reuse, repair and recycle).

ALiS launched in 2022, an initiative to sort and recycle all waste.

ALiS is also working with stakeholders to assist and develop local initiatives in sustainable tourism aiming to highlight the culture, heritage and produce & products of the region.

We will bolster our local and regional sourcing policy for our own needs and we will work with the sub-concession holders of the rest & service areas to incorporate regional produce & products and services.

FOR OUR SUPPLIERS

ALiS has drawn up a specific suppliers' CSR charter. A responsible procurement charter for all suppliers shall be implemented in 2023 to jointly limit our own impact on the environment.

Simultaneously, ALiS will set out its commitment to good corporate governance (fight against corruption, protection of personal data, GDPR, cyber-security, etc.) and will work with its suppliers to share best practice.



ALiS IN ACTION

- Implementation of our waste management policies and the study of circular economy projects.
- Appointment of 2 Circular Economy and Waste Management advisors to oversee the implementation of our waste sorting process.
- As part of the 2022 Sustainable Development weeks, ALiS provided all members of staff with baskets of organic produce grown by its partners the École des Semeurs Horticultural College and Les Légumes du Sap Market Farmers.
- Support of the «Arborescences» cultural exhibition at Domaine d'Harcourt, bridging Art and Sciences on the theme of the Tree, and organised in partnership with the Eure Department.
- Partnership with the Correspondances Music Ensemble, specialist of 17th century music.



TAKE URGENT MEASURES TO COMBAT CLIMAT CHANGE AND ITS CONSEQUENCES

FOR OUR STAKEHOLDERS

In 2022, ALiS launched its programme for driving its low carbon strategy programme based on the «Science-Based Target» method with the aim of achieving «Net Zero» carbon neutrality by 2050 at the latest.

ALiS is committed to training its stakeholders to raise their awareness to climatic change by means of specific workshops.



FOR OUR EMPLOYEES

Every employee is fully involved in searching for simple and innovative solutions to actively participate, at their level, in the reduction of Greenhouse Gases as well as moderating drinking water consumption. ALiS launched an initiative in 2021 through collaborative workshops with its employees to determine tangible actions which have since been gradually implemented.

ALiS has fully committed to decarbonised mobility for its own needs through the gradual conversion of its vehicle pool to 100% electrical vehicles.



ALiS IN ACTION

- Renegotiation of electricity supply contracts to commit to procuring 20% of green electricity.
- Raise awareness of all employees to climate change through workshops (Climate Collage and 2T workshops) aiming at producing tangible solutions to reduce our CO2 emissions.
- Programme for the reduction of fuel consumption.
- Installation of electric vehicle charging station on all rest & service areas as well as for our employees.
- Carrying out of our first carbon assessment during 2021.
- Circular economy audit.



PRESERVE AND RESTORE TERRESTRIAL ECOSYSTEMS, ENSURE THAT THEY ARE MANAGED IN A SUSTAINABLE WAY, SUSTAINABLY MANAGE WOODLANDS, COMBAT DESERTIFICATION, HALT AND REVERSE SOIL DETERIORATION AND END THE DECLINE OF BIODIVERSITY

■ FOR OUR STAKEHOLDERS

The preservation of terrestrial ecosystems is one of the major elements of ALiS's environmental policies.

Many initiatives have been launched and partnerships set up with this aim. ALiS is working, in particular with local associations and farmers, on the conservation of fresh water ecosystems, the soil, natural environments and habitats in order to safeguard and protect biodiversity.

ALiS has signed up to the «Companies Committed to Nature» programme and is preparing its first plan of action.

■ FOR OUR EMPLOYEES

Every ALiS employee fully participates in environmental initiatives in their own way at their own level in order to reserve natural resources.

Consequently, ALiS has appointed an energy sobriety ambassador to drive the action plan initiatives and 2 SDG ambassadors in partnership with Normandy Agency for Biodiversity and Sustainable Development (ANBDD).

Furthermore, a number of initiatives have been launched to raise awareness of employees in anticipation of participating in the Biodiversity Collage in 2023.

ALiS IN ACTION

- Various established partnerships: Eure and Orne Hunting Federation, TreesEverywhere association.
- Signing of many partnership agreements with local farmers.
- Initiatives setting up eco-pastures on motorway verges
- Organisation of events as part of «Let's celebrate nature» 2022.
- Planting of floral fallow land.
- Participation in the sustainable development week with our partners École des Semeurs Horticultural College and Les Légumes du Sap Market Farmers.
- Installation of a worm composter at the head office of ALiS.
- Study and implementation of late or selective roadside mowing activities to observe the natural reproduction cycle of fauna and flora.



OUR STRATEGIC PRIORITIES

These 4 strategic paths constitute the shared foundation of our CSR policies around which the aims of our responsible management system is articulated. These aims are carried out through an ambitious action plan centred on 14 commitments to environmental, societal and governance factors, implicating all employees and stakeholders.

They are naturally and inevitably consistent with adherence to all applicable legal and regulatory requirements. They must provide real transparency not only of our initiatives but also the reality of our ESG performance.



PARTICIPATE IN SUSTAINABLE MOBILITY



PARTICIPATE REGIONALLY



PARTICIPATE IN BIODIVERSITY PRESERVATION



PARTICIPATE IN COMBATTING CLIMATE CHANGE

ALiS has undertaken to implement all initiatives for improvement required to reach the targets we have set ourselves for each strategic path.

CSR PERFORMANCE

Created in 2009 by a group institutional investors and pension funds wanting access to reliable and comparable ESG performance data, the GRESB (Global Real Estate Sustainability Benchmark) is today the main ESG benchmarking tool for real estate and infrastructure. It is used by more than 150 investors and covers more than 1 800 real estate companies and 650 infrastructures worldwide.

The GRESB covers all aspects of ESG incorporating the notion of resilience, an important factor for infrastructures. The methodology is reviewed each year in order to reinforce the position of ESG performance and the transparency of data.

ALiS voluntarily committed itself, as of 2016, to being evaluated on its commitment to sustainable development through the GRESB.



GRESB Rating
★★★★★

In 2022, with a score of 97/100 & 5 stars, ALiS had the highest ranking worldwide in the road & highways sector.



ecovadis

Since its creation in 2007, EcoVadis has become the most prominent recognised provider of CSR evaluations in the world by setting up an international network of more than 100 000 evaluated companies.

In 2022, for its first participation, ALiS was awarded a silver medal having achieved a score of 66/100.





OUR GOVERNANCE POLICY

Our governance policies rest on the principles of transparency, integrity and responsibility. The management and all employees of ALiS are committed to acting in an ethical manner at all times whilst executing their tasks and responsibilities.

ALiS governance, by finding an equilibrium between entrepreneurship and proper management, will lead to establishing the aims and the means to achieve them in line with its values and mandate.

We have equally adopted thorough policies and procedures to prevent corruption and conflicts of interest. We have implemented internal verification mechanisms to ensure the quality of financial information and minimise operational risks.

We are committed to incorporating environmental, social and governance concerns in all our activities give transparent accounts of our progress.



OUR COMMITMENTS

1. CSR Governance

Strengthen our CSR Department and promote our fundamental principles to our stakeholders

2. Cybersecurity

Improve our resilience by launching a major programme to modernise our Information Systems infrastructure

3. ESG risk management

Continue with the review of our ESG risks by developing our supervision initiatives and by taking into account the study of resilience on physical risks and transition risks.

4. Responsible Purchasing

Develop responsible purchasing policies with all our suppliers and make all concerned employees aware of them

OUR GOVERNANCE STRUCTURE

The information provided below is an extract from our governance charter.

■ ALiS Corporate S.A.S. shareholders

ALiS Corporate, the holding company, owns 99.99% of ALiS S.A., the shareholders of which are as follows :



■ The company board and the strategic committee

In accordance with the articles of association, the company ALiS S.A. is administered by a Board. The board is a collegial body which collectively represents all the shareholders. The primary purpose of the board is to ensure the long term success of the company respecting, on the one hand, the best interest of all essential stakeholders and third parties in achieving the objectives set, namely the shareholders, employees, customers, suppliers and other creditors, and, on the other part, the public service requirements mandate it fulfils.

The company ALiS Corporate S.A.S. is administered by the Strategic Committee, in accordance with the articles of association. The Strategic Committee is responsible for permanently overseeing the management of the company.

The ALiS company board and the ALiS Corporate Strategic Committee are both made up of the same 10 members.

» The mandates of the ALiS S.A. Board and the ALiS Corporate S.A.S Strategic Committee.

Regarding our CSR policies, the board and the strategic committee shall carry out the mandate attributed to it by law and at all times act in the best social and environmental interest of its activities :

» Risks and opportunities

They regularly examine, in accordance with the strategy that they have defined, opportunities and risks such as financial, legal, operational, social and environmental as well as any resulting measures taken..

» Fight against corruption

They shall ensure, if need be, the implementation of a system for the prevention and detection of corruption and influence peddling.

» Diversity, fairness, inclusion

They shall also ensure that the senior executives implement policies of non-discrimination and diversity particularly with regards to a balance representation of women and men within the governance bodies.

» Strategic information

They shall ensure that the shareholders and investors receive pertinent, balanced and pedagogic information on strategy, the model for development, awareness of significant non financial issues for the group as well as long term perspectives.

» Shareholders' rights

The board and the strategic committee must pay special attention, in their governance, to a just equilibrium between :

- An entrepreneurial freedom of action of the senior executives
- The protection of minority shareholders
- The sustainability of the companies of the group
- The accountability vis-à-vis the whole ecosystem, primarily, its employees but equally all other stakeholders.

» The meeting of the board and the strategic committee

The main subjects covered during the Board and Strategic Committee meetings are :

- The safety of motorway users and of the personnel;
- Social issues (Human Resources);
- Commercial strategy;
- CSR – ESG initiatives;
- Operations;
- Works;
- Traffic and finance.

■ The committees

As part of the governance of the company, ALiS has set up a number of committees to ensure good management and effective decision making.

» The risks committees

The mapping of risks of the ALiS group was carried out in the first half of 2021. This mapping is regularly reviewed and updated as part of the

monitoring mechanism (management risks committee and administrator risks committee) in order to evaluate and improve the level of risks.

» Remuneration Committee

The purpose of the remuneration committee is to decide on the fixed remuneration of the Chairman of ALiS Corporate S.A.S. for the year to come, the variable remuneration for the previous year as well as the targets for the year.

» ESG monitoring committee

Extraordinary meetings of the Board for the sole discussion of all matters concerning ESG and the performance of ALiS this domain are organised twice per year at the request of one of its members or the Managing Director.

Furthermore, additional sessions of particular issues can be organised in order to deal with matters of strategic importance in this domain, in particular concerning the low-carbon strategy of ALiS and the ESG performance indicators.

» QHSE monitoring committee

Extraordinary Board meetings are held once a year are convened to deal exclusively with Quality - Health & Safety - Environment on the initiative of the Managing Director.

» ALiS Management Committee

The Management Committee is comprised of 4 members: Managing Director, Operations Director, Technical Director, Administrative and Finance Director

The purpose of the Management Committee is to set out and implement the ALiS company strategy including that for CSR. The Management Committee defines the policies and the aims of the company in accordance with the directives and chosen paths for continuous improvement.

The Management Committee is responsible for the development of the company and for guaranteeing full management of operational activities.

Furthermore, it guarantees the application and compliance to governance criteria as set out in the following documents :

- Ethics Charter (including the fight against corruption, conflicts of interest and protection of whistle-blowers).
- CSR Charter for suppliers, service providers and subcontractors.
- IT Charter (including protection of personal data and cyber security).



» CSR Committee

La Direction Générale d'ALiS assure la définition The General Management of ALiS defines CSR policy and ensures that this implemented through the CSR committee. The CSR committee, created in 2020 and placed under the responsibility of the Managing Director of ALiS, is responsible for managing and monitoring the strategy defined by the General Management and the review of any associated plan of action. It ensures that it is implemented at all levels and that all staff is made aware of the stakes involved.

The committee is comprised of the principal managers of ALiS.

The committee meets on a quarterly basis to coordinate the chosen environmental, social and societal initiatives. These initiatives can involve the accountability of each operational entity in the company and open a dialogue with external stakeholders (local public authorities, environmental protection associations, local societal associations, national institutions and suppliers).

The CSR committee also carries out a review of environmental, social and societal risks arising from the analysis of overall risks of the company as well as a review of climatic risks.

» Delegating authority

The decisions taken by the Management Committee and the follow up of their recommendations are delegated to the Member of the Management Committee having responsibility for the activity or sector in concerned by the decision or the recommendation, within the scope of the delegating authority signed between the Managing Director and the respective Management Committee members.

■ Lobbying activities

ALiS does not use outside professionals to represent its interests. All initiatives in its domain of activity are managed and financed by the ASFA, the Association of French Concession Motorway Companies, which represents the interests all parties active in the domain, including ALiS to the public authorities.

ETHICS AND INTEGRITY

Ethics charter

ALiS has published an ethics and conduct charter.

The success of our CSR initiative also rests on clear and transparent effort and commitment of all our staff by taking into account and strictly following the rules of conduct.

The rules set out in the present ethics charter must in any case encourage the behaviour of everybody with regards to respecting the law and to promote honest and exemplary professional conduct.

Having signed up to the United Nations Global Compact, ALiS reaffirms its commitment to the respect of Human Rights, employment standards, the environment and the fight against corruption.

Our ambition is to operate under the highest standards with regards to sustainable development whilst having irreproachable professional ethics.

Supplier CSR Charter

ALiS has committed itself to a voluntary programme of profitable growth and sustainable development with regards to its supplies and sub-contractor agreements, which are an essential part of its activities. ALiS wants to enter into relations with existing or future suppliers, service providers and sub-contractors (hereafter called the “Supplier(s)”), based on mutual trust and respect, and share fair and just business practices, whilst maintaining them in a sustainable and balanced manner.

In signing up to the charter, the Supplier undertakes to abide by and implement, in accordance with national regulations and the stipulations of the contract, all the principles set out.

RISK MANAGEMENT

Following the integration of the complete management and operation of the infrastructure, ALiS decided to draw up a mapping of risks and opportunities.

This mapping of risks, covering the 9 functional sectors of the company, as well as the «Management» theme was carried out in 2021 through a collaborative process. This mapping is regularly reviewed and updated (every 6 months).

The mapping of risks was carried out following the method of evaluation as set out in the ISO 31000 : 2018 standard.

The physical risk factors resulting from climate change as well as the regulatory risks resulting from ecological transition scenarios available to the transport sector have been included in the initiative (Low-Carbon National Strategy, ADEME transition scenarios, etc.).

The risk mapping remains primarily a tool for internal use, which not only allows for the «operation according to risks» activities and to share priority initiatives with the teams but is also a communication tool for our stakeholders.

CYBERSECURITY

Important Initiatives have been carried out in order to strengthen the IT security of the company, in particular with regards to internal penetration (PENTEST) in order to test the soundness of the IT systems. The results showed that the systems resisted well to the tests.

In 2023, the IT department teams will launch the MISI project (Modernisation of the Information Systems Infrastructure).

IT Charter

The purpose of the IT charter is to set out and reiterate the basic principles relating to the practical arrangements for the access to and use of ALiS resources, the conditions under which the use of these resources are authorised and, more precisely, the ethical, technical security and legal rules which all users must follow according to law.





OUR ENVIRONMENTAL POLICY

The protection of the environment is naturally a central part of our approach to sustainable development. Our initiatives within the company, and shared with all stakeholders actions taken in favour of the conservation of the environment, are key elements in the company's strategy and the highlighting our performance.

ALiS finds itself at a crucial moment where the environmental stakes require immediate concerted action. As a major player in the transport domain, ALiS is duty bound to take significant measures to combat climate change by promoting decarbonised mobility as well as embarking upon a precise action plan aimed at preserving biodiversity.

For this reason, today, we are proposing an ambitious vision which will guide us towards a low carbon future in 2050, by committing to reaching net zero carbon emissions.

Our ambition for the next few years is clear: **reduce our carbon footprint and actively contribute to the transition towards decarbonised roads.** To that end, we have identified a number of fundamental initiatives which we have already taken such as the use of renewable energy, participation in circular economy, investment in sustainable infrastructure, promotion of decarbonised modes of transport, involvement of all our employees, the participation of our strategic partners in the joint-determination of solutions but also carbon emission compensation in the cases where this cannot be avoided by carbon capture projects.

By adopting this low carbon path, we have committed ourselves to gradually greenhouse gas emissions until we reach net zero carbon emissions by 2050.

The other major challenge regarding our environmental policies concerns the preservation of biodiversity. We recognise the crucial importance of preserving and restoring ecosystems in the vicinity of the motorway infrastructure. Consequently, **we are implementing a strategic plan in cooperation with our stakeholders to incorporate the preservation of biodiversity at the heart of our activities** : federate around the protection and sustainable management of Biodiversity by focusing on training and raising, preserving natural habitats and restoring local ecosystems, and combating all forms of pollution, starting with reducing the impact of our waste.

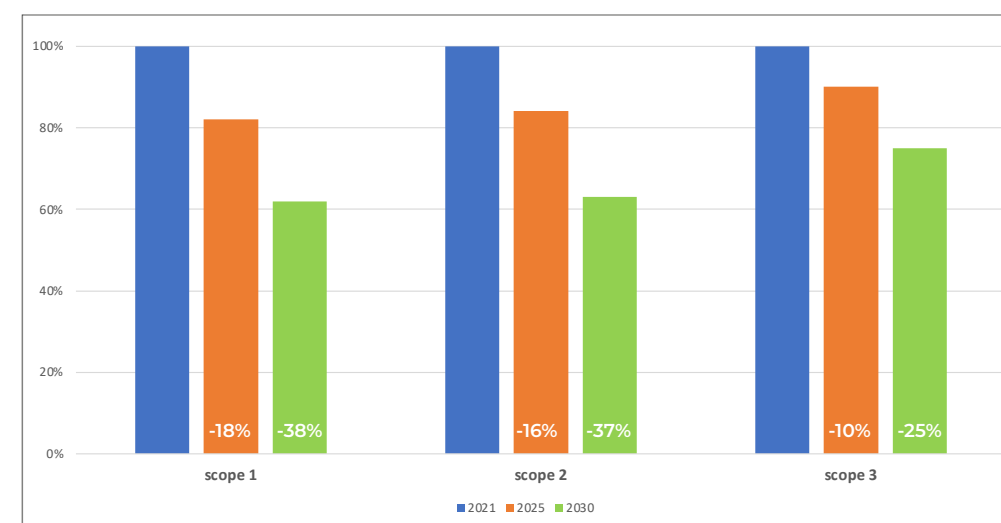
LOW CARBON PATH

ALiS is implementing a process of achieving carbon neutrality and has committed to :

- Reducing by 18% by 2025 its scope 1 emissions, by 16% its scope 2 emissions and by 10% its scope 3 emissions;
- Reducing by 38% by 2030 its scope 1 emissions, by 37% its scope 2 emissions and by 25% its scope 3 emissions and an additional 10% compensation;
- Aiming for 0 carbon emissions as of 2050 for Scope 1 which will be reviewed in due course with changes in sustainable mobility (with regards to vehicles used by ALiS for maintenance work and patrols), by 2035 or Scope 2 and by 2050 for Scope 3, in accordance with any and all changes in French and European sustainable mobility regulations (the use of the motorway by our customers having a significant carbon impact on our indirect emissions).

These reduction targets are in line with science and the worldwide aim of limiting the increase in global temperatures to +1.5°C in accordance with the Paris Climate Agreement.

Carbon emissions reduction pathway
2021 : base 100



PRESERVE BIODIVERSITY

In 2022, ALiS took a first step by signing the 10 common principles of the «Companies Committed to Nature» programme. This programme set up by the French Office of Biodiversity allows us to better understand our dependence and impact on biodiversity in order to draw up an action plan which benefits the company, our suppliers, our employers and our region.

Our strategy can be separated into 4 pillars :

- Federate around the protection and sustainable management of Biodiversity.
- Combat climate change and reduce our Greenhouse gas emissions.
- Preserve natural Habitats and restore local ecosystems.
- Minimise the impact of our waste.

The implementation of the action plan will be closely followed by the Managing Director of ALiS, Antoine TREBOZ, assisted by Camille MASSU (CSR and Communication Director) and the various sponsors of the thematic projects.

OUR COMMITMENTS

1. Reduction of our GHG emissions

Combat climate change by limiting GHG emissions and by improving the resilience of our infrastructures. Promote low-carbon mobility solutions.

2. Preservation of biodiversity

Verify and measure the preservation of biodiversity

3. Circular Economy

Be proactive with regards to circular economy by efficient management of waste and by drawing up a responsible purchasing policy.

4. Energy efficiency

Verify and manage our energy use through the improvement of the energy efficiency of our installations and by deploying renewable energy solutions

5. Water resources

Verify and optimise our use of drinking water

OUR MAJOR ACTIONS



1

Reduction of our GHG emissions

Combat climate change by limiting our GHG emissions and by improving the resilience of our infrastructures. Promote low-carbon mobility solutions

Awareness

ALiS organised a climate change awareness workshop in order to raise awareness and to determine what can practically be done to reduce CO2.

Low-Carbon Mobility

As part of our CSR commitments one of ALiS's priorities is to reduce as much as possible the impact of its activities on the environment. It is one of the three performance criteria of the ALiS profit sharing agreement. Aware that urgent actions are needed to reduce greenhouse gas emissions (nearly 90% of direct CO2 emissions produced by ALiS is from journeys), ALiS seeks to instigate reflection and determine practical initiatives to reduce fuel consumption, the source of these emissions. Consequently, in 2022, 3 working groups met to reflect on the following themes :

- » Group 1: Improve our vehicles, equipment and fuel.
- » Group 2: Optimise our manner of driving.
- » Group 3: Reduce the number of kilometres covered.

Low-Carbon Strategy

Following the «Climate Change Resilience» study carried out on in 2021, ALiS drew up, in 2022 with the Spitha Pyxida consultancy, its low carbon strategy in accordance with ESG criteria (Environmental, Social and Governance).

By drawing up a low carbon strategy, ALiS is striving to:

- » Participate in the combat against climate change by reducing its greenhouse gas emission,
- » Demonstrate its commitment to addressing environmental, social and governance preoccupations and commits to acting in a responsible manner with regards to the company, the stakeholders and the environment.

As a result, a profit sharing agreement for 2022 - 2024 has been signed incorporating this greenhouse gas emission reduction path.



■ Programme for the electrification of ALiS's vehicle fleet

In order to reduce the carbon footprint and adopt sustainable practices, ALiS has initiated a major vehicle fleet electrification programme which consists in only acquiring rechargeable hybrid vehicles or fully electric vehicles.

Consequently, ALiS has installed electric vehicle charging stations at its 2 sites for the use of its fleet of vehicles and also, free of charge, to its employees.



■ Carbon Capture

Partnership with the association Trees-Everywhere located at Saint-Denis-sur-Sarthon, in the Orne Department, for the planting of trees. The trees are planted by an ESAT (assistance for employment or homecare assistance establishment) and aim at capturing CO2 and constituting a biodiversity haven.



Carbon footprint

In 2022, ALiS also carried out its first carbon assessment for all its activities, i.e. including operations. ALiS' carbon footprint in 2022 was estimated at 141 646 tonnes of CO2, including 6 541 tonnes excluding traffic and 135 105 tonnes for its customers' activities (Scope 3).

■ Planting of 6 hectares of floral fallow land

ALiS, in partnership with the Eure Department Hunting Federation and local farmers, has planted 6 hectares of floral fallow land at the Domaine d'Harcourt rest & service area and along the route, near the town of Orbec.

Bees have recently been added to the sheep at the eco-pasture located at the Sées basin (mileage marker PR180S1).

■ Analyse de sol

The CNPF (French Office of Forest Management), leader in the design of made-to-measure carbon projects, compatible with the Low Carbon label, is assisting ALiS in its carbon compensation initiative on unused land.



■ Late or selective roadside mowing, a balance between safety, prevention and biodiversity

Late or selective roadside mowing consists in letting vegetation grow during the summer period and only mow at the beginning of the autumn.

There are many benefits:

- » Safety : limit any inconvenience caused to motorists during the summer period where there are high levels of traffic and consequently reduce the risk to staff mowing the verges.
- » Prevention : limit the risks of fire (overheating of the mowing equipment) during drought periods or heat waves.
- » Biodiversity: respect the natural reproduction cycle of fauna and flora.

2 Preservation of biodiversity

Verify and measure the preservation of biodiversity

■ ALiS confirms its commitment to eco-pastures

8 rams have been put to pasture at the basin located at the mileage marker PK180, near the village of Sévilly. They will later be replaced by 20 ewes and 30 lambs.

■ SDG Ambassadors

Alis signed a skills-based sponsorship agreement in 2022 with the Normandy Biodiversity and Sustainable Development Agency (ANBDD) **for two of its employees, now SDG ambassadors (Sustainable Development Goals).**

These ambassadors are volunteers to help understand the stakes of sustainable development. Trained, supervised and member of a network of ambassadors organised by the ANBDD, they will be able to build awareness of and assist other people or act for the SDG.

■ Nature Festival 2022

The 16th edition of Nature Festival 2022, was an opportunity for ALiS to reiterate its social and environmental commitments and to reinforce the bonds with the local communities.

It was also a moment for sharing and generating participation and enthusiasm from employees. Many events took place along the route of the motorway so as to incite employees to think differently and work together on projects which can have a positive impact on the environment: activity of the eco-pasture, harvesting of honey, biodiversity over the ALiS route photo competition, etc.



■ ALiS a «Company Committed to Nature»

ALiS has signed up to «Companies Committed to Nature». The «Companies Committed to Nature» programme has been developed to engage with companies on the matter of biodiversity. It aims to develop, recognise and value practical action plans in companies. It is aimed at all companies of all sizes and sectors of activity, who want to be actively involved in the preservation of biodiversity. ALiS signed the 10 common principles and will submit an action plan in 2023.



■ Floral Fallow Land

Partnership with the Eure Department Hunting Federation and two local farmers to sow floral fallow land at the Domain D'Harcourt and on the fallow land of the Orbec toll plaza.

■ Partnerships

Partnership with the Orne Department Hunting Federation to monitor fauna on the wildlife eco-bridges.

Signature many agreements with local farmers for the making available land for eco-pastures, hay making, etc.

3

Circular Economy

Be proactive in circular economy by efficient management of our waste and the development of a responsible purchasing policy

ALiS has committed to undertaking a policy of circular economy incorporating in particular a responsible purchasing policy and the management of its waste.

The action plan has been initiated and is backed by the senior management and implemented by key advisors. It is currently being deployed and both over all our infrastructures and with our suppliers and service areas sub concession holders.

■ WEEE

ALiS has also decided to appoint the company ENVIE to collect all WEEE (Waste from Electrical and Electronic Equipment) for processing and recycling.

In 2022, 500Kg of equipment was collected and processed thus reducing the waste of natural resources and avoiding the propagation of pollutants such as CFC gases, Lead, Mercury, etc.

As part of this initiative, In order to guarantee ALiS data security, ENVIE also carried out the destruction of 40 hard disks, removed from servers to ensure that no data is recovered by any third party.



■ Bio waste

ALiS has installed a worm composter at the head office with the aim of:

- » reducing the quantity of waste sent to the waste processing plant, by transforming into compost and natural fertilizer, also reducing at the same time the emission of greenhouse gases normally produced during their processing.
- » generate awareness of employees to the importance of recycling and encourage them to reduce their ecological footprint.

■ A Circular Economy audit in 2022

In order to meet one of the commitments of the CSR policy, an audit on the circular economy was carried out in 2022.

An important step for ALiS, seeking to adopt a sustainable approach in its operation, the audit allowed us to :

- » evaluate the effectiveness of current practices regarding the management of resources, waste and the use of raw materials and better understand the level of wastage;
- » identify the ways in which we can reduce the use of raw materials and energy, by recycling products and waste, by promoting the reuse and extending the lifecycle of products;
- » encourage innovation by adopting more sustainable commercial models and the use of cleaner technology which reduces the carbon footprint;
- » adhere to current regulations and anticipate future legislative requirements.

4

Energy efficiency

Monitor and control energy consumption by improving the energy efficiency of our installations and by deploying renewable energy solutions

■ Energy sobriety

ALiS has appointed an Energy Saving Ambassador, who is a member of the Executive Committee. His role is to draw up the company's energy efficiency plan and ensure that it is applied. One of the main challenges is to reduce the greenhouse gas emissions generated by ALiS' activities.

■ Energy supply contract

ALiS has renegotiated its electricity supply contracts in order to free itself from the volatility of energy prices, but also to commit to purchasing 20% green electricity in order to reduce the company's carbon footprint and encourage the development of renewable energies.

■ Fuel consumption

ALiS has launched an in-depth programme to monitor fuel consumption, with indicators recorded on a weekly basis. Supplemented by eco-gestures, these indicators are communicated to all employees in order to raise awareness. Eco-driving training has been provided for 100% of staff.



5

Water resources

Monitoring and optimising our drinking water consumption

■ Drinking water

ALiS has installed aerator taps at all its facilities to reduce daily consumption of drinking water.

To prevent over-consumption, water leaks are monitored on a monthly basis by means of meter readings.

A rainwater recovery tank with a capacity of 120 m3 will be installed at the Chaumont site in 2023.





OUR SOCIAL & SOCIETAL POLICY

As an integral part of the company's future development and therefore of our CSR policy, our social and societal policies address considerations regarding the well being of all our employees and our position as a major economic player within the communities in Normandy we serve.

The various initiatives taken with regard to these policies will ensure greater organisational efficiency and will enable us to combine economic performance with both individual and collective fulfilment in our daily assignments at the service of our customers.

Our commitments result in **the protection of the safety of the women and men** of our teams as well as that of our customers, by incorporating the initiatives shared with all regional stakeholders.

They also result in strong and tangible initiatives aimed at **equal opportunities, diversity and inclusion** making ALiS a major socially committed player in the heart of Normandy.

One of the most important aspects of CSR is the **respect of human rights**. ALiS, having **signed the United Nations Global Compact** ensures that its activities do not infringe on the fundamental rights of individuals and communities.

The respect of human rights is a fundamental point for ALiS. Human rights include among others, rights such as the freedom of expression and association, non-discrimination, safe and healthy working conditions, trade-union freedom, protection against exploitation and violence.

ALiS, as all companies, are obligated to respect and ensure respect of these rights in all their activities and with all partners as motorway concession holder and operator.

The commitment of ALiS to respecting human rights can be seen in the implementation of its various environmental, social, societal and governance policies.

These policies, directed at the highest level of the company, implicating all employees and managers of ALiS though CSR initiatives, show our ability to keep to our commitments vis-à-vis all our stakeholders.

Continuing naturally on from **the first publication of our United Nations Global Compact progress report**, the drafting and implementation of **our ethic charter, our suppliers CSR charter and our governance policy** form the main guidelines to address the issues in respecting human rights.

OUR COMMITMENTS

1. Health & Safety

Ensure the health & safety of all persons involved in our activities

2. Skills development

Strengthen skill development initiatives for all employees for the professions, safety, climate issues, workplace quality of life and training for apprenticeship contracts..

3. Territorial anchorage

Continue and accelerate our actions in favour of our local partnership in the domain of the attraction of the region and the preservation of the environment.

4. Diversity, Equity, Inclusion

Actively promote equal opportunities and inclusion and combat all discrimination

5. Share our commitments

Regularly engage with our stakeholders on the subject of sustainability

OUR MAJOR ACTIONS

1 Health & Safety

Ensure the health & safety of all persons involved in our activities

■ Our safety policies

ALiS set out its safety policies in 2022. These voluntary and demanding policies are aimed at promoting a lasting safety culture to ALiS personnel as well as our suppliers and other service providers.

Our commitments are split into 4 major parts:



- identify and measure
- get involved and assist
- Train and prepare
- Improve and communicate

An indispensable addition to these policies which show the way ahead for all employees of ALiS, we regularly implement initiatives on the theme of safety sharing best practice with all our stakeholders involved in road safety.

Furthermore, ALiS brief and train all new employees on our safety culture and involve employees' safety initiatives results via the profit sharing agreement.

Our safety policies also involve regular site safety visits and «15 minutes safety» sessions with the teams.

■ Road safety initiatives

As a major player in road transport, ALiS must be exemplary and proactive with regards to the road safety of all users of our network.

Throughout the year, the ALiS teams run events centred on road safety in partnership with State representatives, law enforcement agencies and road safety associations.

- » For the Le Mans 24h Motorcycle Race and in partnership with the Orne Department Prefecture, Sécurité Routière (Road Safety Agency), TotalEnergies, Areas and Macif, organisation of a Motorcyclist Rest Stop at the La Dentelle rest & service area.
- » In partnership with the Eure Department Prefecture, Sécurité Routière (Road Safety Agency) and FFMC27, Mutuelle des Motards, organisation of a Motorcyclist Rest Stop at the Domaine d'Harcourt rest & service area.
- » For the French Motorcycle Grand Prix and in partnership with the Eure Department Prefecture, Sécurité Routière (Road Safety Agency), FFMC27 and the Mutuelle des Motards (Motorcyclist Insurance Company), organisation of a Motorcyclist Rest Stop at the Domaine d'Harcourt rest & service area.
- » ALiS partnered the Orne Department Road Safety Squadron who organised the 4th edition of its «Orne Gendarmerie Motorcycle Day».
- » Organisation of a Road Safety Day, for motorcyclists and run by the Orne Department Road Safety Squadron. The proceeds from this event were donated to the Regional Pole for Handicaps.
- » Organisation of the «holidays mass departure day»: an event organised to the raise awareness of motorway users as to the risks when driving during this period and run in partnership with Orne Department Road Safety Office.
- » Installation of 2 variable messaging signposts controlled from the Chaumont Operations Centre. They are located before the motorway junctions either side of the two viaducts, so as to strengthen real-time messaging ability regarding traffic conditions (works, accidents, deviations, etc.) or for messages promoting road safety. Traffic and speed cameras have also been installed on gantries to better monitor traffic.



■ Agreement with the SDISs (Fire & Emergencies Service) of the Orne and Calvados Departments

ALiS signed a skills-based sponsorship agreement to facilitate the availability of the volunteer firemen employees of ALiS. The partnership is completely in keeping with company initiatives aiming at assisting volunteer fireman and underlines the commitment of ALiS employees to the safety of the population.

■ Motorway safety and sharing awareness campaign aimed at HGVs

ALiS organised an event on 28th November, at the Les Haras Rest & Service Area, for HGV drivers on the theme of road safety and the sharing of the motorway. Set up in partnership with the Orne Department Prefecture Road Safety Office (BSR) and the Gendarmerie Nationale - represented by the commander of the Orne Department Road Safety Squadron (EDSR) and the Sees motorised squad – the aim of the event was to raise awareness of the safety corridor and the sharing of the motorway between users and patrollers.

Professional hauliers' unions and drivers, as well as around twenty young people from the Marcel Mézen vocational training college in Alençon (automotive, transport and boilermaking courses) were invited to attend presentations on the theme of road safety, as well as a number of events and workshops :

- » a stand of the Gendarmerie Nationale on the theme of speed and distractions whilst driving; a stand of the Orne Department Prefecture Road Safety Office (BRS), with a driving simulator;
- » a stand of the concession holder ALiS with a real simulation of a safety corridor, in presence ALiS motorway patrollers and a driving instructor of the Marcel Mézen d'Alençon further education college;
- » an ALiS stand giving statistics for 2022 of accidents involving motorway patrol vehicles.

The day, rich in shared experience and information, was officially brought to an end by the Sub-Prefect - Orne Prefect Chief of Staff and Antoine TREBOZ, Managing Director of ALiS.



2 Skills development

Strengthen our initiatives regarding the development of skills for all our employees

■ Training report

5 058 hours of training took place during 2022, 51% of which internally. 12 people were recruited under pre-professional contracts or under PRODIAT contracts. For the 12, they accounted for 2048 hours of training, representing 40% of the overall training plan. In 2022, the training costs amounted to 6.34% of the wage bill. The hours of training given to employees presenting a handicap amounted to 10% of the total number of hours.

Apart from the so called «specific» training courses which represents 64% of the total number of training hours, ALiS regularly organises awareness sessions and training courses on the subject of safety, the climate and handicap :

- » Awareness to climate change and workshops aiming to find tangible CO2 reduction solutions.
- » Awareness to handicap by participating in the second edition of the Activ' Challenge organised by the AGEFIPH (Association for Funding of Professional Insertion of Workers with Handicaps).
- » Awareness to the importance of recycling so as to reduce our ecological footprint.
- » Safety training represents 22% of the total training plan.

■ Pre-professional contracts and training periods

7 people on pre-professional contracts having started in 2021 were still active on contract in 2022. 5 people were recruited in 2022 under this type of contract: 8 male employees on clearing operations, 3 female employees on tolls and one male employee at the control centre.

The employees on pre-professional contracts are of all ages from -26 years old to +55 years old.

Furthermore, ALiS takes on trainees: we had 5 trainees in 2022 for a total of 99 days.

- » 1 person training as part of a BTS SME Management
- » 2 people on work discovery (year 10)
- » 3 people on PMSMP training (Practical Experience in a Professional Environment)

■ Our future training

ALiS will continue providing training for all employees on the subject of health & safety, QWL, environmental and climate issues, and of course targeted training to maintain and strengthen professional skills for the benefit of our customers and the environment.



The CSR library

ALiS has set up a CSR library at the operations centre. We are convinced which in terms of CSR and more particularly the protection of the environment, awareness precedes action. For this reason, in 2022, ALiS decided to provide a few books on CSR for use by employees at the new relaxation space of the Chaumont operations centre.

These books are accessible to all and can even be borrowed by employees. Let's provide more material to discussions, open free debate and new avenues, find new ideas!



3 Regional Anchorage

Continue and accelerate our initiatives for supporting local partners working on the attraction of the region and on the environment

■ Aigle-Mortagne au Perche Local Mission

As part of practical experience training and in partnership with the Aigle-Mortagne au Perche Local Mission. two trainees were able to discover the work of clearing operative over a period of 3 weeks.

■ Ecotourism

ALiS is assisting the association «Aux Idées Semées» and is funding a cycle welcome point as part of a welcoming ecotourism initiative

■ Sévilly Eco-pasture

In May, 8 rams were put to pasture at the basin located at the mileage marker PK180, near the village of Sévilly. They will later be replaced by 20 ewes and 30 lambs.



■ CSR: mixing Art...

In September 2022, all ALiS Managers met at the Domaine d'Harcourt, a ALiS partner, bridging Art and Sciences on the theme of the Tree, and organised in partnership with the Eure Department.

During the meeting, each Manager involved themselves in one or more initiatives part of the ALiS CSR policies.

It was also an opportunity to discover the exhibition «Arborescences» presented by two of the Domaine d'Harcourt artists; an interesting vision, mixing art and life science.



■ ...and Culture

ALiS provides assistance to the 40th edition of «Septembre Musical de l'Orne», a classical music festival which ran from 2nd September to 25th September 2022, over the Orne department.

■ Cultural Partnerships

ALiS has entered into a number of cultural partnerships, including :

- » Medieval Heritage : a project for a touristic route linking Anglo-Norman sites..
- » Correspondances Music Ensemble: specialist of 17th century music..
- » Bec-Hellouin Aquarelle festival

■ Risle river clean-up

Support given to a River Risle cleanup programme initiated by the Brionne Canoeing and Kayaking Club, including installation of 2 educational information boards: The Radier d'Aclou de la Risle viaduct and Aclou Watermill sensitive natural zone.



4 Diversity, Equity, Inclusion

Take action on equal opportunities, inclusion and combat discrimination

A disabilities action plan was initiated in 2022 covering a number of support and awareness initiatives, the signature of an ambitious company-wide agreement on professional gender equality, quality of life at work and working conditions as well as several initiatives combating exclusion and discrimination.

■ Accommodate persons with disabilities

As part of the initiatives to incorporate disabilities in all daily workplace activities, the ALiS teams participated in the second «Activ' Challenge» organised by the AGEFIPH (Association for Funding of Professional Insertion of Workers with Handicaps). The ALiS team collected a total of 16302 points and finished 92ème out of a total of 311 participating companies. It was a great opportunity to raise awareness of employees of disabilities.

ALiS employees having a disability account for more than 11% of all employees, i.e. 10 employees out of 88 as of 31st December 2022.

■ European week for the employment of persons with disabilities

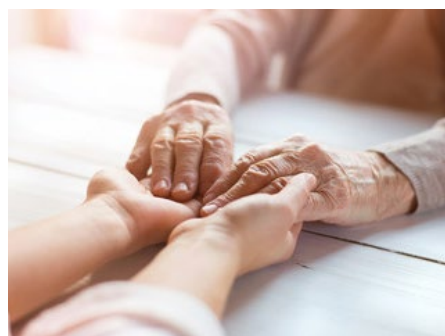
From 14th to 20th November 2022, ALiS participated in the European week for the employment of persons with disabilities. Employees had the opportunity of participating in two games based on disabilities (Handipoursuite and activ'game).



■ Disabilities as a factor of progress

To conclude the year of 2022 dedicated to disabilities, ALiS gave its employees the possibility of participating in the activ'box advent calendar, organised by #Activeurdeprogrès, a community of companies convinced that disabilities are a factor of progress

Each day of the working week, employees had to reply to a simple question on disabilities and Activ' Box. The participants were rewarded with daily recompenses and a better understanding of disabilities in the workplace.



■ Support to employers who are also caregivers

Caregivers have an essential and more and more important role in dealing with the illness, disability and advancing age of close relatives.

Each and every one of us may, at one moment of your life, have to deal with the fragility of someone close or find yourself in a situation of fragility.

As part of the Bloc 2 agreement dated 27th June 2022, concerning the equilibrium between your professional life and your personal life, ALiS committed to assisting employee who are also caregivers

■ Company-wide agreement

En 2022, ALiS signed a company-wide agreement with the union representatives on professional gender equality, quality of life at work and working conditions.

This agreement includes the measures covering the following points :

- » Gender equality in the workplace
- » The fight against discrimination
- » Employment of people with disabilities
- » Professional interviews
- » Employee benefits and healthcare costs
- » Exercising employees' right to expression
- » The right to disconnect
- » Sustainable mobility
- » Prevention of arduous work

■ Combat against the digital divide

ALiS is partnering the town of Bernay by donating second-hand digital equipment to combat the digital divide.



5 Share out commitments

Engage in regular exchanges with stakeholders on the subject of sustainability

■ Together work for greater road safety

Throughout 2022, the ALiS teams worked to improve road safety in close partnership with all regional organisations and bodies involved in this issue: the Orne and Calvados Departments Préfectures, the Orne Department Road Safety Office, TotalEnergies, Areas and Macif, the FFM27 (French Motorcyclist Federation of the Eure Department), La Mutuelle des Motards (Motorcyclist Insurance Company), the Orne Department Road Safety Squadron (Gendarmerie), the Pôle Régional du Handicap (Regional Disabilities Office), the SDISs (Fire & Emergencies Service) of the Orne and Calvados Departments.

ALiS would like to thank all its partners in their daily commitment to safer roads.

■ Together for snow clearance operations

In 2021, the «Snow-clearance trophy» was an event which marked the arrival of winter and an opportunity for the ALiS teams to get together. In 2022, ALiS opened the event up to all organisations and bodies involved in Winter Weather operations.

Subsequently, the ALiS teams were joined by all their partners (volunteers of the Road Safety Office, Orne Préfecture, Orne Road Safety Office, Eure and Orne Gendarmes, Orne SIDPC, winter weather operations subcontractors, etc.) in order to take up the challenges proposed.

The events: salt spreader course, stopping distance estimations when driving patrol vehicles, installation and removal of snow ploughs, distance 50m, 2 tonne workshop, TMS prevention, road risks awareness, and other entertaining events.



■ Together promoting biodiversity

The preservation of biodiversity is also a matter of sharing and cooperation. ALiS has worked with a number of local organisations and associations effectively fighting for the protection of nature: ANBDD (Normandy Biodiversity and Sustainable Development Agency), the Hunters Federations of the Eure and Orne Departments, local farmers, the village of Saint-Denis-sur-Sarthon, Centre National de la Propriété Forestière (National Centre for Woodlands and Forests)

REPORTING EXTRA-FINANCIERS

ALiS only operates in France.
Scope reported: 100% of total workforce
Year covered: 2022
Voluntary reporting

Environment

Carbon Footprint (GHG protocol)	Unités	2022	2021*
Scope 1	t CO _{2e}	458	295
Scope 2	t CO _{2e}	29	19
Scope 3	t CO _{2e}	136 532	129 825
Total	t CO _{2e}	137 019	130 139
Energy	Unités	2022	2021
Heating oil	MWh	145	-
Diesel	MWh	1 716	3 493
Fuel for company cars	MWh	254	182
Other Engine fuel	MWh	23	51
Electricity	MWh	820	696
Air pollution	Unités	2022	2021
SOx	kg	3,31.10 ³	3,07.10 ³
NOx	kg	3,59.10 ⁵	3,65.10 ⁵
PM2,5	kg	2,07.10 ⁴	2,01.10 ⁴
PM10	kg	3,11.10 ⁴	2,98.10 ⁴
Lead	kg	9,19	8,55
Mercury	kg	0,36	0,34
Water	Unités	2022	2021
Potable Water	ML	4,755	3,450
Water discharged (Third-party treatment)	ML	0,04128	0,1425
Biodiversity	Unités	2022	2021
Wildlife fatalities	Nbre	84	118
Threatened & Endangered species fatalities	Nbre	34	0
Habitat enhanced or restored	ha	15,6	0

* ALiS scope different in 2022

Waste	Unités	2022	2021
Hazardous	Tonnes	2,627	-
Non-hazardous	Tonnes	149,325	75
Re-use	Tonnes	0	0
Recycling	Tonnes	8,4	4,161
Composting	Tonnes	0,06	0
Waste-to-energy	Tonnes	33,15	0
Incineration	Tonnes	52,23	0
Landfill	Tonnes	0,03	67,839
Unknown	Tonnes	58,08	0

Social

Workforce	Unités	2022	2021
Employees (FTE)	Nbre	89	65
Health and Safety (employees)	Unités	2022	2021
Fatalities	Nbre	0	0
Lost time injuries	Nbre	1	1
Accident without lost time	Nbre	9	0
Near miss incidents	Nbre	18	7
Hours worked	h	152 199	110 843
Lost time injury frequency rate	-	6,57	9,02
Accident without lost time frequency rate	-	59,13	0
Health and Safety (users)	Unités	2022	2021
Personal injury accidents	Nbre	11	37
Material accidents (third party identified)	Nbre	139	146
Damage to works (identified third party - excluding accidents)	Nbre	21	12
Damage to works (unidentified third party)	Nbre	84	126
Training	Unités	2022	2021
Average amount spent per FTE on training and development	€	1 414	1 596
Percentage of employees who received professional training	%	83	78
Percentage of employees who received ESG-related training	%	33	31
Employee satisfaction surveys	Unités	2022	2021
Percentage of employees covered	%	100	100
Survey response rate	%	73	73
Diversity, Equity, and Inclusion	Unités	2022	2021
Employees < 30 years old	Nbre	12,5	9,52
Employees between 30 and 50 years old	Nbre	60,23	59,52
Employees > 50 years old	Nbre	27,27	30,95
% Men / % Woman	%	60 / 40	59 / 41
% Men / % Woman (governance bodies)	%	66 / 34	70 / 30



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