



# **GROUPE ADP & ADP SA**

## **CSR PERFORMANCE 2024**

### **FOCUS ON SUSTAINABLE PROCUREMENT**

# SUMMARY

- Introduction.....p 3
- 1.Decarbonizing our supply chain.....p 4
- 2. Promoting the circular economy.....p12
- 3. Sustainable procurement : promoting local purchasing.....p18
- 4. Bridge-to-work program.....p21
- 5. Inclusive business.....p25
- 6. CSR Issues shared with our Suppliers.....p27
- 7. Vigilance plan.....p32
- 8. International procurement network.....p38
- 9.Communication and relationship with our suppliers.....p43
- 10. Security and health at work.....p50

# INTRODUCTION

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With its strategic roadmap "2025 Pioneers" and its CSR (Corporate Social Responsibility) declination "2025 Pioneers For Trust," Groupe ADP started to build the foundation of a new airport model focused on sustainability, commitment, responsibility, and territorial inclusion in line with social and environmental expectations and with its purpose:

**" Welcome passengers, operate and imagine airports, in a responsible way and all around the world"**

This is a major challenge that mobilizes all actors in the aviation industry.

"2025 Pioneers" is the first step in this transformation, which will continue with the next economic regulation agreement, the details of which will be specified by the end of 2026.

In the long term, Groupe ADP aims to make its airports multimodal and energy platforms designed and operated sustainably. To achieve these goals, the group promotes the development of partnerships with its suppliers, through one of its major pillars, its Procurement Division, particularly through its responsible, inclusive, innovative, and local purchasing.

# 1. DECARBONIZING OUR SUPPLY CHAIN



# Climate Commitments of Groupe ADP & its subsidiaries



## APPROVED NET-ZERO SCIENCE-BASED TARGETS



The Science Based Targets initiative has validated that the science-based greenhouse gas emissions reductions target(s) submitted by Aéroports de Paris S.A., conform with the SBTi Corporate Net Zero Standard.

**SBTi has classified your company's scope 1 and 2 target ambition as in line with a 1.5°C trajectory.**

The official net-zero science-based target language:

**Overall Net-Zero Target:** Aéroports de Paris S.A., commits to reach net-zero GHG emissions across the value chain by 2050.

**Near-Term Targets:** Aéroports de Paris S.A., commits to reduce absolute scope 1 and 2 GHG emissions 68% by 2030 from a 2019 base year.\* Aéroports de Paris S.A., also commits to continue active annual sourcing of 100% renewable electricity through 2030. Aéroports de Paris S.A., further commits to reduce absolute scope 3 GHG emissions 27.5% by 2030 from 2019 base year.

\*The target boundary includes land-related emissions and removals from bioenergy feedstocks.

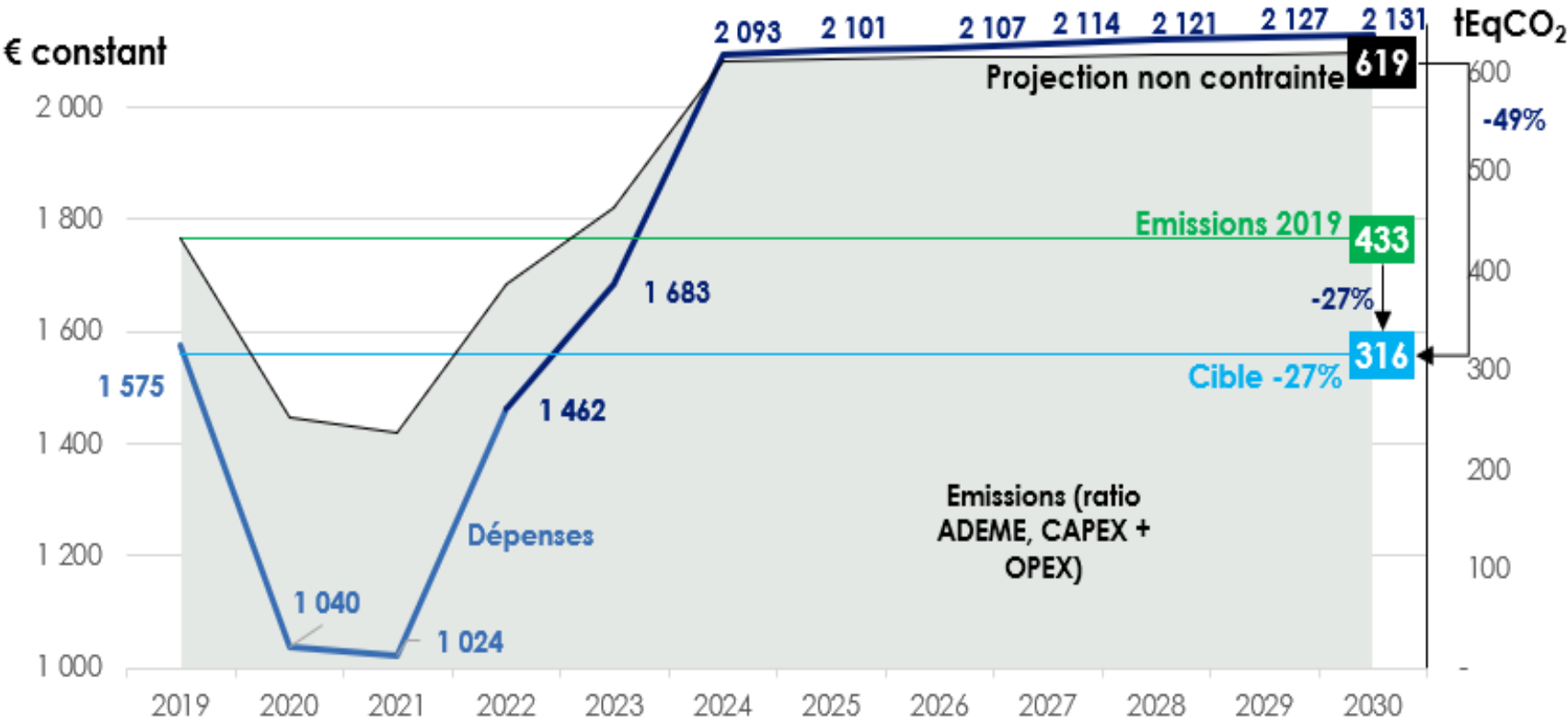
**Long-Term Targets:** Aéroports de Paris S.A., commits to reduce absolute scope 1 and 2 GHG emissions 90% by 2035 from a 2019 base year.\* Aéroports de Paris S.A., also commits to maintain a minimum of 90% absolute scope 1 and 2 GHG emissions reductions from 2035 through 2050 from a 2019 base year.\* Aéroports de Paris S.A., further commits to reduce absolute scope 3 GHG emissions 90% by 2050 from 2019 base year.

\*The target boundary includes land-related emissions and removals from bioenergy feedstocks.

# ADP S.A. Climate Initiatives

> Facilitate and accelerate the decarbonization of our value chain\*

**A Groupe ADP decarbonization roadmap committed with SBT initiative:**  
strong ambitions and a short deadline, including for purchasing activity.





# Climate Commitments of Groupe ADP & its subsidiaries

## ❖ Reduce our contribution to climate change

### ➤ Reduce our internal emissions (SCOPES 1 ET 2)

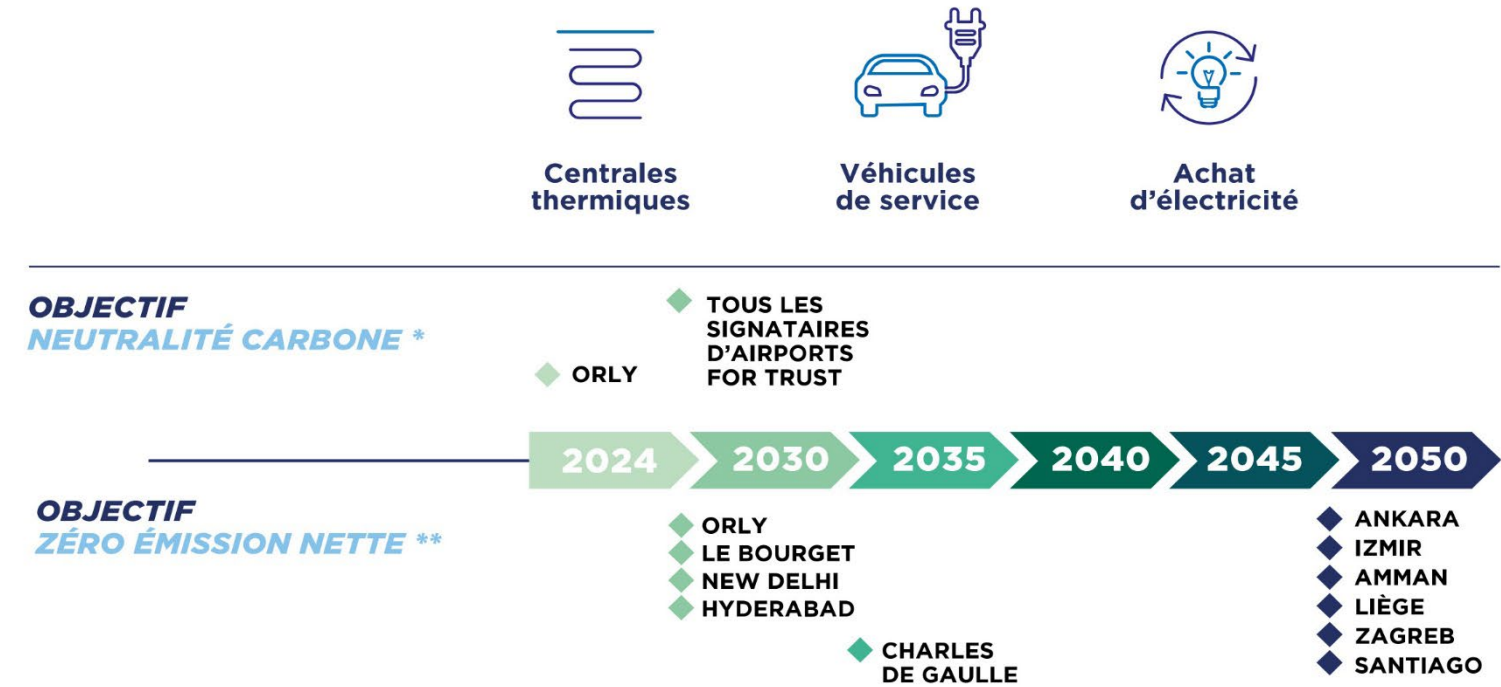
From 2030, all signatories to the charter “Airports for Trust” will be neutral on the scope of internal GHG emissions (scopes 1 and 2). In addition, Groupe ADP sets a “Zero Net Emission” objective, emissions internal, at several airports:

- ◆ by 2030 for Paris-Orly, Paris-Le Bourget, New Delhi and Hyderabad;
- ◆ by 2035 for Paris-Charles de Gaulle;
- ◆ by 2050 for Ankara, Izmir, Amman, Liège, Zagreb and Santiago.

To reduce internal emissions and contribute to the neutrality roadmap carbon and net zero emissions, Groupe ADP has set itself the following objectives: for the Paris region platforms, reduction at the source of its CO<sub>2</sub> emissions (scopes 1 and 2) by 2025:

% DE RÉDUCTION DE CO <sub>2</sub> (VS. 2010)	PLATEFORME(S) CONCERNÉE(S)
- 78 %	Paris-Charles de Gaulle
- 86 %	Paris-Orly
- 70 %	Paris-Le Bourget
- 80 %	Aéroports de Paris

### Internal zero emissions commitment



\* Source : Plan de vigilance 2023

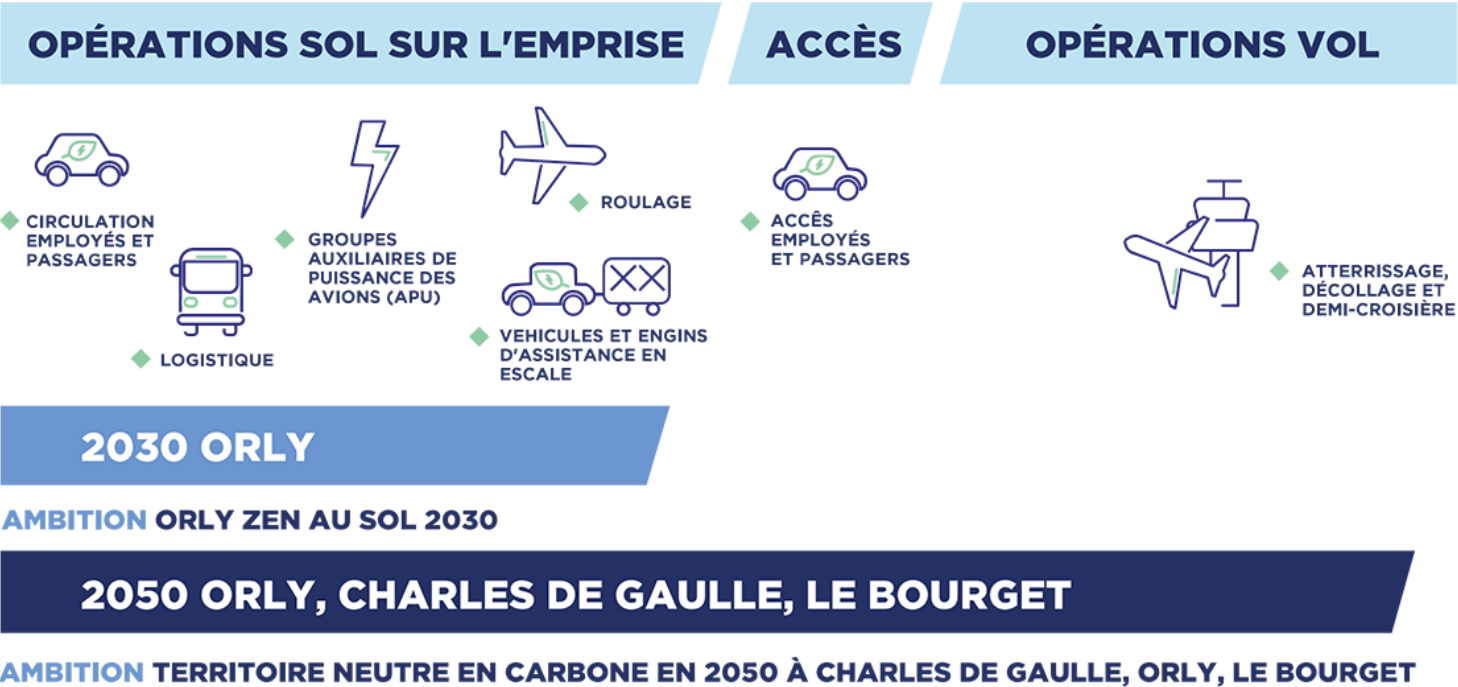
# Climate Commitments of Groupe ADP - ADP S.A.

## › MITIGATE OUR EXTERNAL EMISSIONS (SCOPE 3)

Beyond reducing emissions internal (scopes 1 and 2), Groupe ADP is actively working to mitigate external emissions (scope 3). This work is carried out in conjunction with the stakeholders and consistent with the ambition of become, on French platforms, carbon neutral territories by 2050. The main source of scope 3 emissions airport platforms comes from:

- ◆ auxiliary engines of aircraft power ;
- ◆ ground handling equipment;
- ◆ access to platforms by passengers and employees.

Ambition of neutrality of external emissions



\* Source : Plan de vigilance 2023



# Climate & Environment Commitments of Groupe ADP

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> **Facilitate and accelerate the decarbonization of our value chain and optimize existing mechanisms according to the CSRD :**

## **2 major challenges for procurement**

### **Decarbonization**

1. Scope 3 Upstream = 7 times the combined Scopes 1 & 2 Scope,
2. Scope 3 objective: -27.5% by 2030 vs. 2019 which means a real effort of -49%,
3. 3 lever mechanisms :
  - Optimize markets in renewal starting from 2024
  - Engage our suppliers to decarbonize at their level (Top 100 = 80% of emissions)
  - Promote cross-functional initiatives at the airport community scale"

### **Optimization**

1. Double materiality analysis and gap analysis vs. existing
2. Leader of the ESRS S2 Value Chain Workers project
3. Contributor to other ESRS, including ESRS E1 Climate Change and G1 'Business Conduct'
4. Animate the suppliers in Paris and our international subsidiaries procurement divisions network, and ensure the action plans resulting from the materialities to be addressed

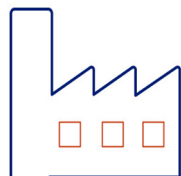
# ADP s.a. Climate Initiatives

## > Facilitate and accelerate the decarbonization of our value chain\*



### 1,9 Md€ 50% OF OUR TURNOVER

A significant financial weight; the imperfect measurement of carbon equivalent



### 2,200 SUPPLIERS, 1/3 SMEs

- A plurality of stakeholders to engage, with a strong territorial dimension;
- 1,000 suppliers under contract representing 98% of the expenditure;
  - 100 suppliers for 80% of GHG emissions



### HETEROGENEOUS PURCHASES WHICH DEPEND ON SEVERAL SUPPLY CHAINS

- Infrastructure & buildings (40%)
- Operational services (20%)
- Equipment (20%)
- General purchases (<10%)



### 2,500 ACTIVE CONTRACTS, INCLUDING 1,500 RECURRING CONTRACTS WITH AN AVERAGE DURATION OF 5 YEARS

Public procurement code; 80% of markets with CSR criteria (responsible purchasing supplier relationship label)



# ADP s.a. Climate Initiatives

## > Facilitate and accelerate the decarbonization of our value chain\*

To face the climate change, the Services, Logistics and Purchasing department offered the Top 100 of its suppliers enhanced collaboration in terms of decarbonization.

This only panel emits 80% of greenhouse gases (GHG). The top 10 of those suppliers benefited from support under the ACT (Assessing low-Carbon Transition) initiative to define their low-carbon strategy and action plan in step with the Paris Agreement.

This international system, supported by ADEME, the ecological transition agency, offers a climate recognition and accountability framework that highlights their efforts and reinforces the credibility of their commitments.

Furthermore, ADP SA, as part of the alliance for decarbonization and energy transition with 9 major companies, is encouraging its SMEs to integrate a low carbon program led by its partner Pacte PME.

### As a reminder :

➤ **1 objective for 2030:** - 27.5% GHG compared to 2019, i.e. an effort of -49% from 2024.

### ➤ **3 axes:**

- ❖ Optimizing our impact through the renewal of recurring markets, i.e. 50% of our decarbonization effort,
- ❖ Gradually commit all suppliers to decarbonize, including on current contracts, i.e. an additional effort of 35%,
- ❖ Facilitate cross-functional initiatives among the airport community, i.e. the last 15%.

### ➤ **4 priority purchasing segments:**

- |   |                        |
|---|------------------------|
| ❖ Construction                                  | ❖ Infrastructures,     |
| ❖ Aeronautical and electro-mechanical equipment | ❖ Operational services |

## 2. PROMOTING THE CIRCULAR ECONOMY





# Promoting the circular economy with Airport Market

> The circular economy at the heart of the first second-hand airport equipment sales platform

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<https://airportmarket.groupe-adp.com>



The screenshot shows the homepage of the Airport Market website. At the top, the 'GROUPE ADP' logo is on the left, and the title 'AIRPORT MARKET' is centered, with the tagline 'The first worldwide Market place to provide second hands equipments' below it. A large hero image of an airport terminal at dusk is on the left. On the right, a dark blue sidebar contains a 'Welcome,' message and two orange buttons: 'Go to the marketplace' and 'Log in'. Below the hero image, a section titled 'Who we are, what we provide' features a line-art icon of a person at a podium. To the right of the icon, there are two columns of text. The first column describes Groupe ADP as a world leader in the airport industry, active in 125 airports across 50 countries, managing 29 airports through management or concessionaire contracts, with 234.1M passengers in 2019 and 96.3M in 2020. The second column describes the Airport Market as the first worldwide marketplace for second-hand airport equipment, providing a catalog of available and unavailable equipment for sourcing.

**GROUPE ADP**

**AIRPORT MARKET**  
The first worldwide Market place to provide second hands equipments

Welcome,

[Go to the marketplace](#)

[Log in](#)

**Who we are, what we provide**

Groupe ADP, one the world wide leaders in airport industry, active in 125 airports based in 50 countries the (including all activities and subsidiaries), managing directly 29 airports through management or concessionaire's contracts. 234,1M passengers hosted in 2019 and 96,3M in 2020. From funding to designing and operating airports, Groupe ADP goal is to asses airport industry with the goal of being

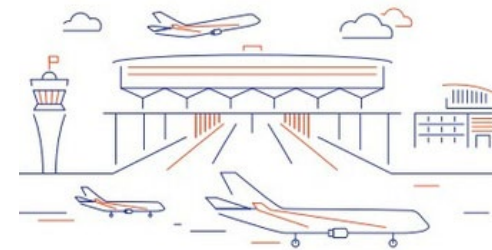
The first worldwide Market place to provide second hands equipments functioning properly and certified, from airport to airports:  
For airport's equipments available now, and presented on an online catalog. For airport's equipment which are not available immediately and to be sourced very shortly,

# Promoting the Circular Economy : Airport Market

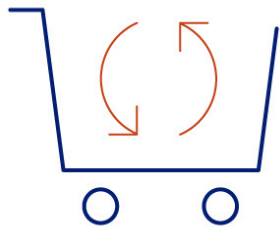
> Success of our second-hand airport equipment sales platform with airports around the world, in 2023



-2,100 tonnes of green house gas  
(CO2 eq.) emissions avoided



225 airports members of the  
program in 5 continents  
+ 24,5 % vs 2023



2,448 second-hand pieces of equipment sold

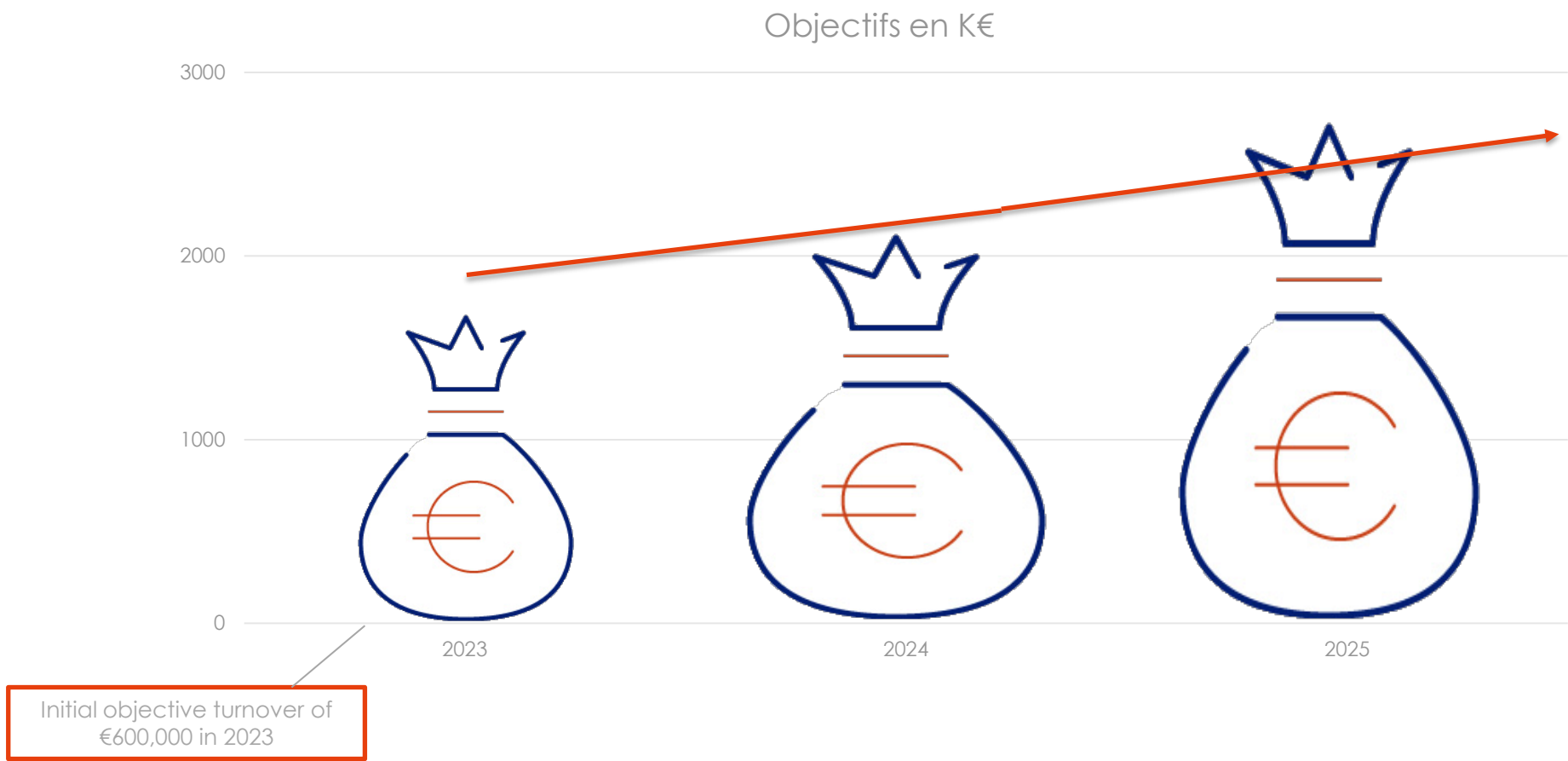


2,100 K€ revenue



# Promoting the Circular Economy : Airport Market

> Our turnover objectives as part of our 2025 Pioneers strategic roadmap



# Promoting the circular economy with the re-use plans

## > Paris Olympic and Paralympic Games 2024 plan

Nearly 700 existing pieces of furniture have been re-used to furnish the reception and living spaces for volunteers and staff of Paris Olympic and Paralympic games 2024.

The relocation of employees to Coeur d 'Orly and the new offices in the terminals provided an opportunity to recover many pieces of furniture for re-use or donation to limit the purchase of new items.

Thanks to re-use, the service had been much more responsive and avoided the delays and uncertainties of supply.

Additionally, the Groupe ADP teams were able to identify the furniture suitable for arranging the various spaces before bringing them together and making them available to each entity according to their needs.



**- 230 K€ savings and 70 tons of CO2 greenhouse gas emission avoided**

# Promoting the Circular Economy

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## > A second life for office furniture

Nearly 500 pieces of furniture were donated to the group employees who needed an appropriate seating for remote days.

The remaining furniture was offered to associations by the Foundation Groupe ADP.

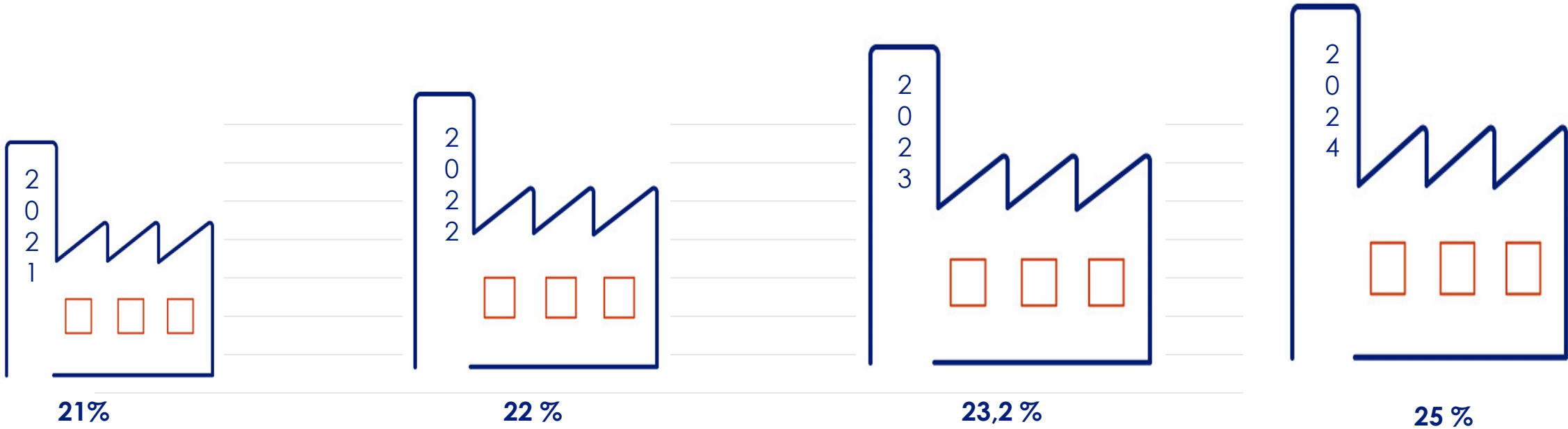


### 3. SUSTAINABLE PROCUREMENT

# Sustainable Procurement : Local purchases

## > Strengthen local purchases and short circuits

In 2024, ADP SA negotiated 1.9 billion euros with local suppliers<sup>(1)</sup>, **85% of its total purchases**. Its objective, as part of its CSR roadmap, 2025  
Pioneers for Trust, to buy 80% local, including 20% from SMEs<sup>(2)</sup>, in compliance with the public procurement code, is therefore sur-performed.



% of SMEs local purchases by ADP SA

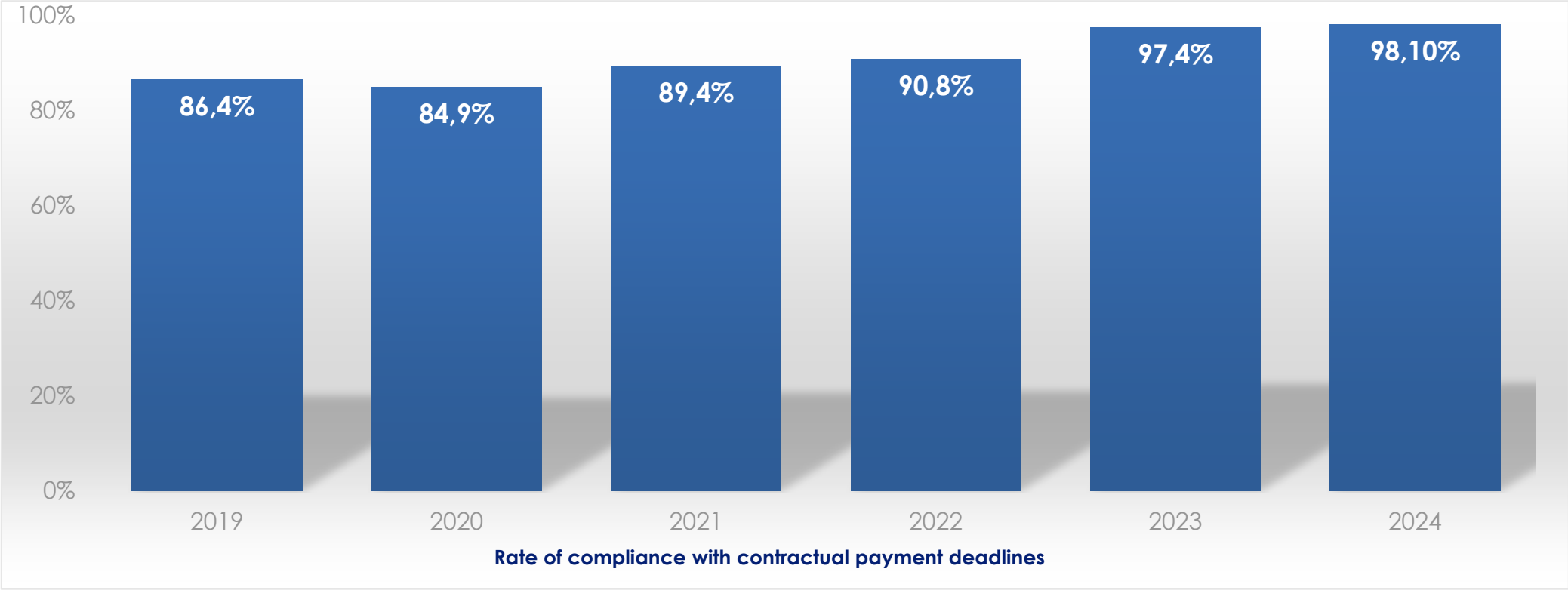
1 – Local purchases < 150 KM around Paris  
2 - SME = SME + Micro-business + VSB + MSC



# Sustainable procurement : Financial compliance

> **Compliance with suppliers contractual payment deadlines**

In 2024, ADP SA paid 104,871 invoices, 2,479,540 K€, within contractual deadlines





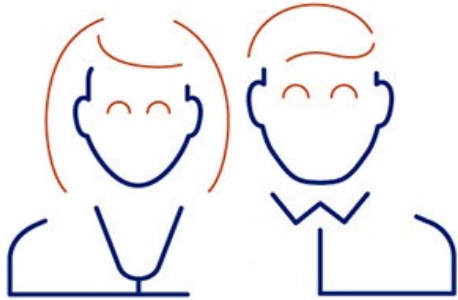
## 4. BRIDGE-TO-WORK PROGRAM



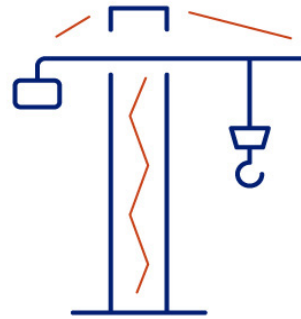
# Bridge-to-work program : strenghtening social inclusion

## > Inclusion driven by the recovery of work projects

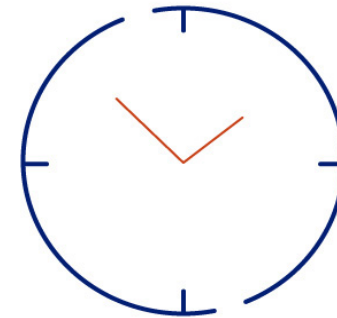
For the years 2022-2025, ADP SA has committed to reserving 5 to 7% of work hours for Bridge-to-work organizations through economic activity. After a year of modest recovery in 2022 following the Covid crisis, 2023 records numerous projects conducive to achieving this objective, mainly carried out by the Engineering & Capital Projects (ECP) department. Year 2024 shows a positive increasing in inclusion of unemployed local people.



124 Man  
15 women  
participated in this  
program in 2024



30 work projects



57,901 hours dedicated to this  
program in 2024,

# Bridge-to-work program : strenghtening social inclusion

## > Inclusion driven by the recovery of work projects

Among them :

- ❖ 27 employees under 26 years old
- ❖ 76 between 26 and 45 years old
- ❖ 36 over 45 years old



- ❖ 6 employees from Paris department
- ❖ 2 employees from Hauts-de-Seine department
- ❖ 19 employees from Seine-Saint-Denis department
- ❖ 22 employees from Val-de-Marne department
- ❖ 13 employees from Seine-et-Marne department
- ❖ 3 employees from Yvelines department
- ❖ 18 employees from Essonne department
- ❖ 30 employees from Val-d'Oise
- ❖ 2 employees from outside Greater Paris



- ❖ 24 beneficiaries under 26 years old without qualifications and/or experience
- ❖ 46 long-term unemployed (DELD)
- ❖ 21 unemployed over 50 years old
- ❖ 24 beneficiaries of the Active Solidarity Income (RSA)/social minima
- ❖ 8 under refugee status or beneficiaries of subsidiary protection
- ❖ 18 with disabilities

- ❖ 9 employees with level V and above (A levels +2 and more)
- ❖ 108 employees have a level III education and below (<CAP/BEP)
- ❖ 17 employees have level IV (BAC)



# Bridge-to-work program : strenghtening social inclusion

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## > Inclusion driven by the recovery of work projects

### ❖ Building confidence/ Self-Esteem Development

Regular performance evaluations of the temporary worker at Bouygues on the P2 site allowed for a review of all assigned tasks and the upgrading of his position from assistant mason to mason, which triggered a salary increase and recognition of the work done.

### ❖ Skill Development

Placement of a temporary worker with no specific training in the role of an electrical technician. The company MMSI helped him develop his skills on the TBS4 site by allowing him to obtain electrical certifications so that he could be autonomous in his role and gain confidence.

### ❖ Financial issue

Integration of an unqualified temporary worker with the company MMSI. The individual was in severe financial issue and dependent on RSA (Specific solidarity allowance). The company enabled him to develop his skills through training and to work nights and weekends. The temporary worker eventually became autonomous in his role and was noticed by the company's client, who offered him a permanent contract.

### ❖ Driver's License

One of the 5 temporary workers at ARVERNE was able to finance his driver's license through the mission. He can now drive a car, which is no longer a barrier to potential future employment.



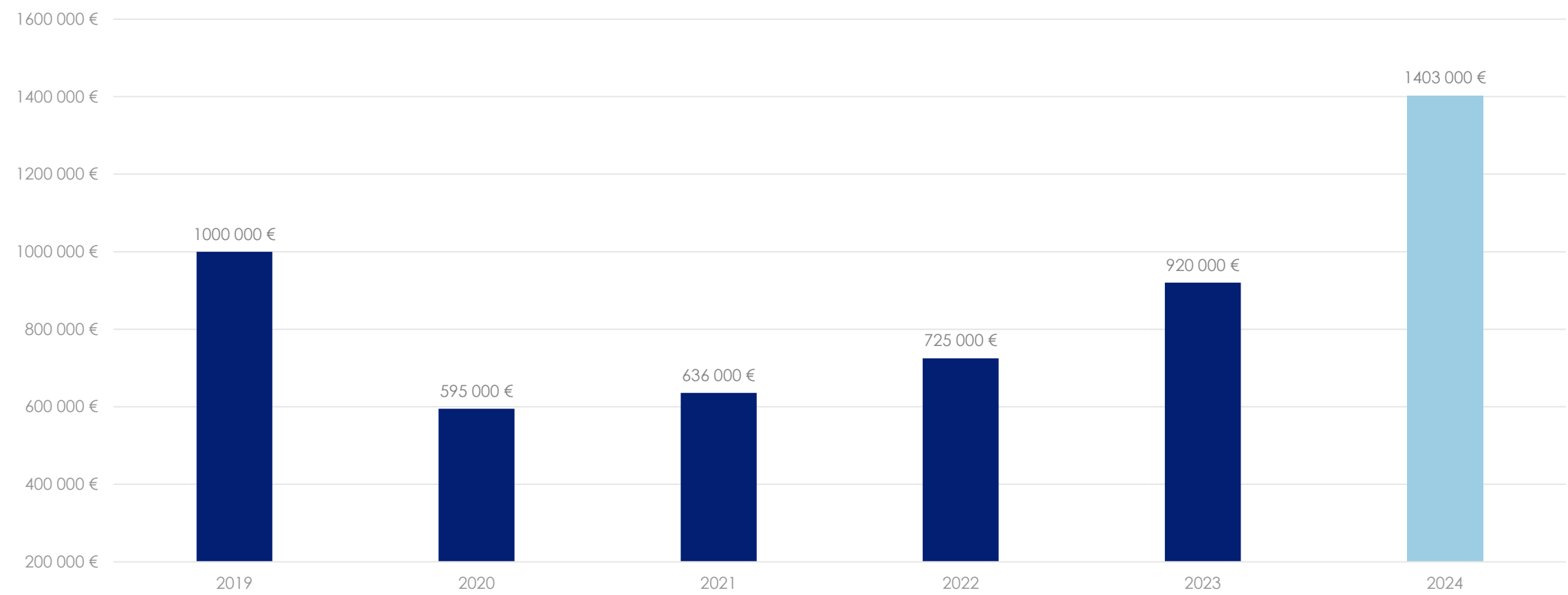
## 5. INCLUSIVE BUSINESS



# Inclusive Business : increasing disability work inclusion

> ADP SA promotes the disability business sector and set a goal of at least one million euros by 2025, representing 40 FTE.

Objective 2025 : 1,000 K€ already + 40% in 2024





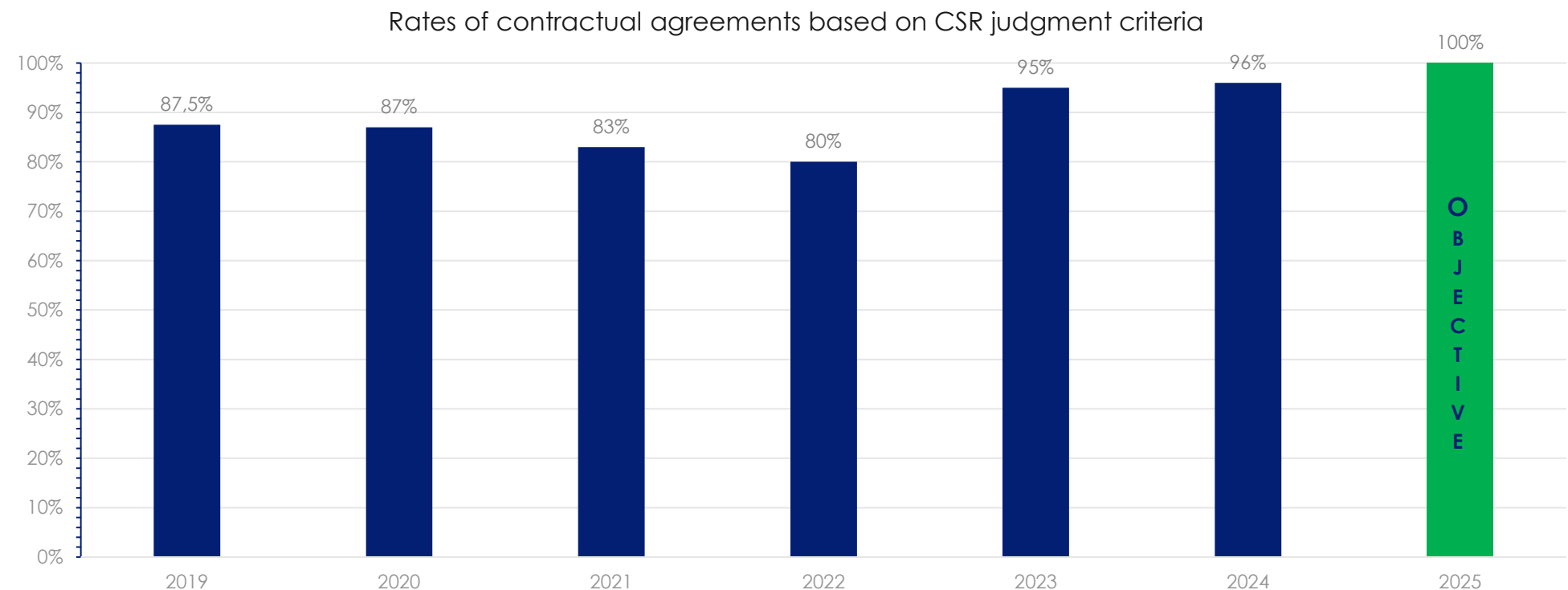
## 6. CSR ISSUES SHARED WITH OUR SUPPLIERS



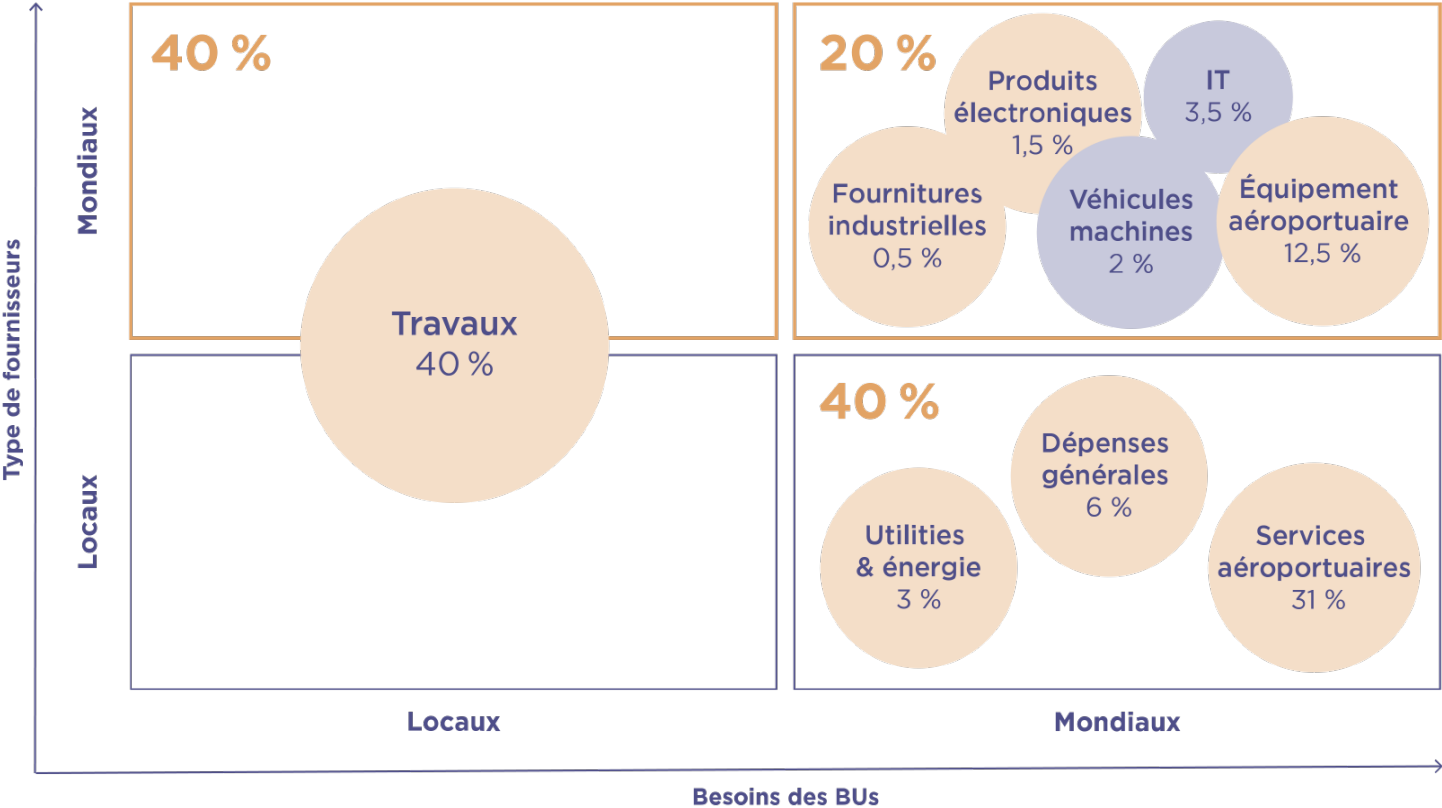
# 6.1. CSR Judgment Criterion in the Tender Process

## > Relevant criteria

Since 2021, Groupe ADP has targeted specific CSR judgment criteria to consider the importance of the risk linked to the nature of each market. After a first transition phase, we are now aiming for a target of 100% of contracted markets including relevant criteria, by 2025.

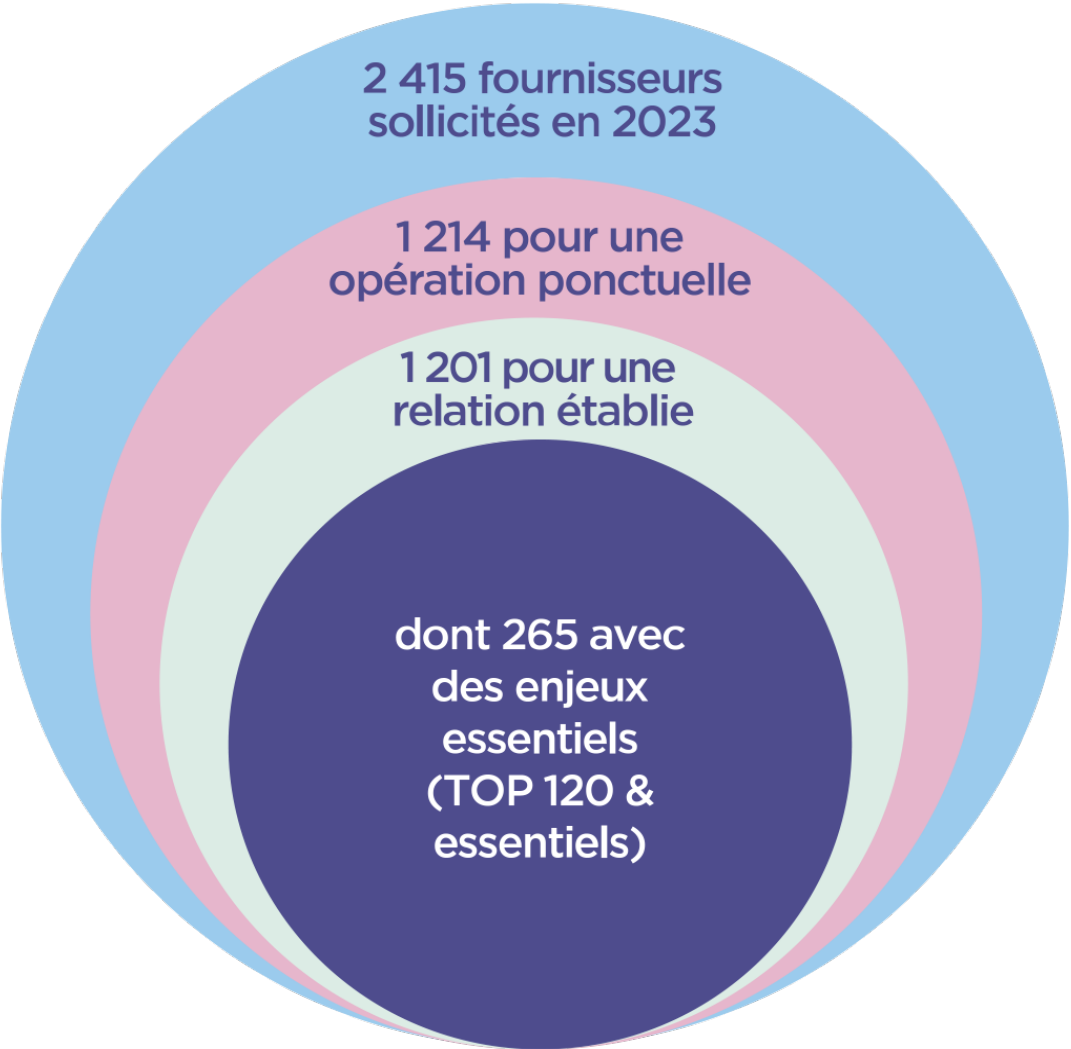


# 6.2. Purchasing Families & Suppliers Synergies



SEGMENT D'ACHATS	DÉPENSES 2023 (ADP SA, AIG, HUB ONE, TAV)
Services aéroportuaires	570 M€
Équipement	228 M€
Construction & Infrastructure	554 M€
Dépenses générales	219 M€
Utilities & Matières Premières	53 M€
Véhicules & Machines	45 M€
Informatique et télécommunications	179 M€
Fournitures industrielles	15 M€
Autre	61 M€
TOTAL	1,924 M€

### 6.3. Suppliers Screening

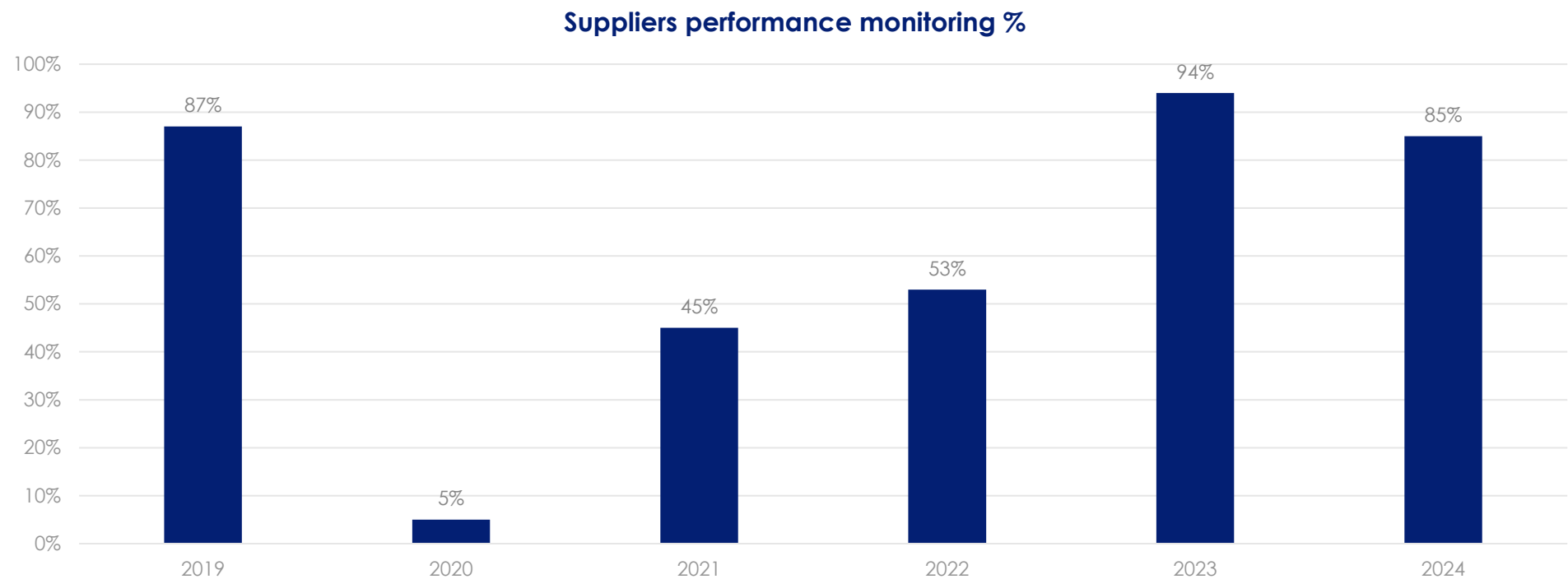


	Repartition		
Kraljik Category	TOP 120	Suppliers	Spend
Critic	8%	1,2%	1,4%
Strategic	56%	13,9%	46,8%
Major / Volumic	36%	74,8%	48,8%
Other	-	10,1%	3,1%
Total	100%	100%	100%

# 6.4. Monitoring Suppliers Performance

> **Getting maximum compliance with contractual commitments with the market holders**

Every month, buyers assess the performance of a panel of suppliers based on economic, quality of service, deadlines and, when relevant, CSR criteria. Our goal is to be able to evaluate 90% of our suppliers as from a pluriannual monitoring plan.





## 7. VIGILANCE PLAN

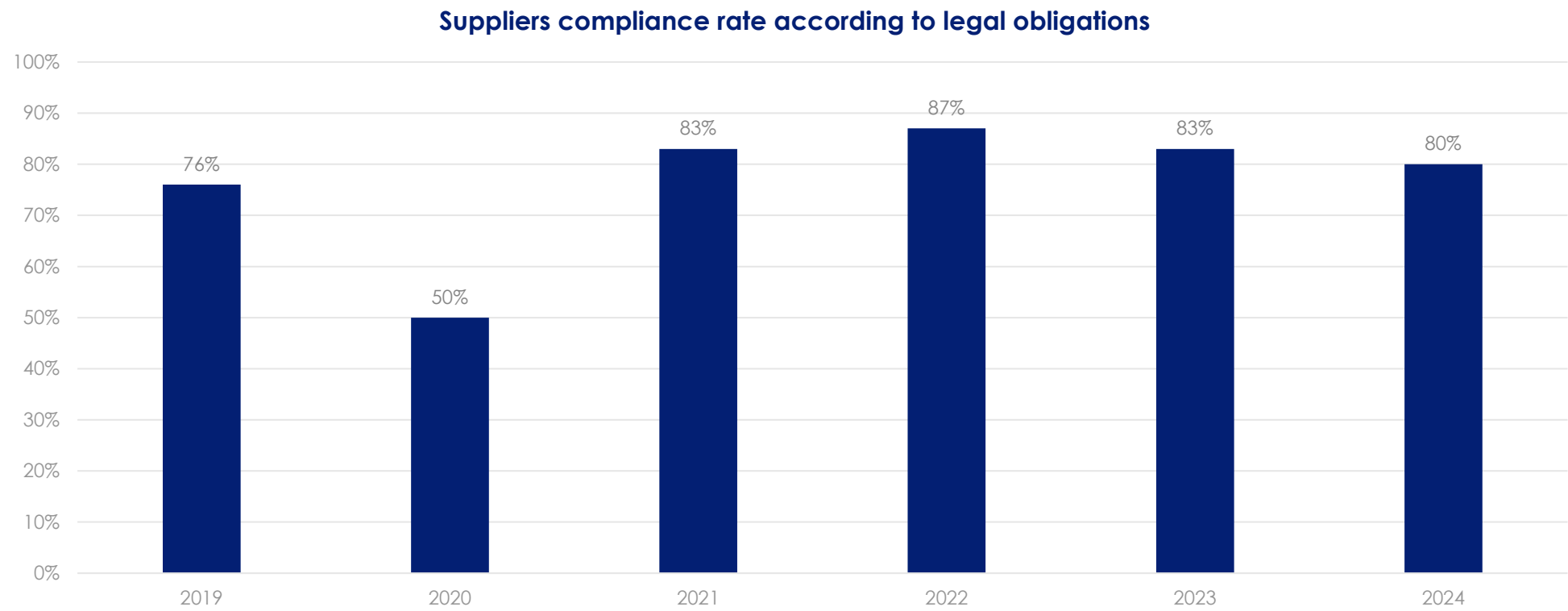




# 7.1. Vigilance Plan : Suppliers Compliance

## > Market compliance

Groupe ADP uses Provigis, a platform for collecting legal documents due under contracts, to monitor the compliance of its markets.

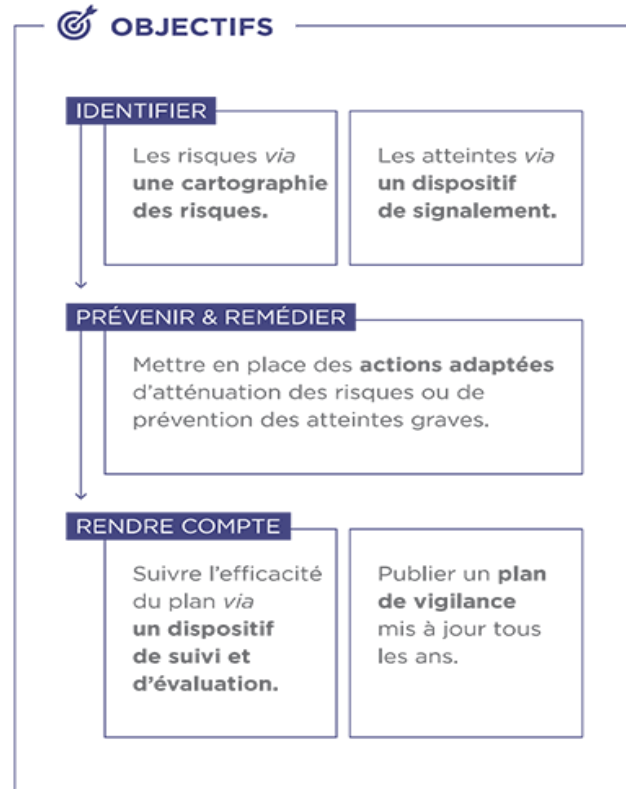


## 7.2. Vigilance Plan : Alert System Design

### > A vigilance plan to identify, prevent and reduce risks

ADP SA's purchasing activities involve social and environmental risks, identified and differentiated according to their role in the supply chain and our ability to bias them.

Mapping makes possible to scale our level of exposure, then to ensure that our systems consider these risks with results in line with expectations and action plan adapted and deployed, in the event of deviations.



## 7.3. Vigilance Plan : Value Chain CSR & Compliance Risks

### > A vigilance plan to identify, prevent and mitigate risks

Grouped into purchasing families for greater clarity, this analysis highlights the following key risks (see table below, ADP SA scope):

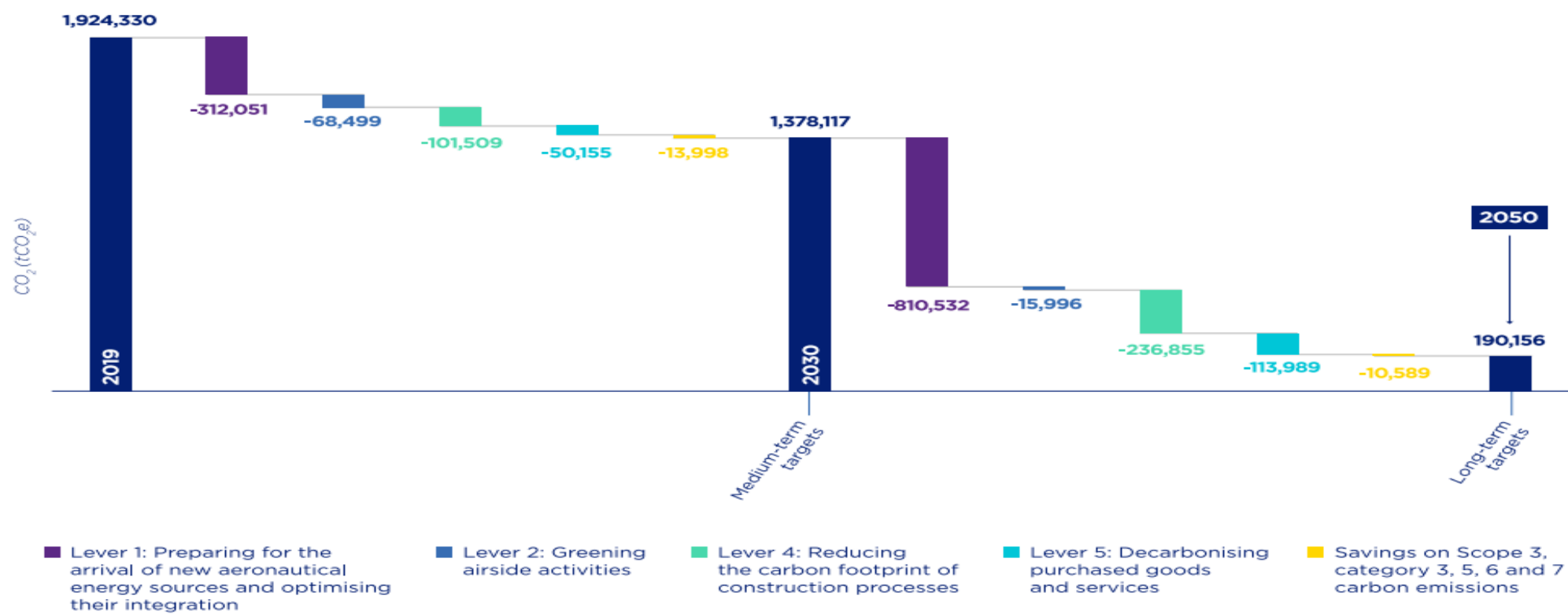
		General Purchasing	Energies	Airport Equipment	IT and Telecom	Building: structural work	Operating Services
	Ability to influence						
	Value chain	Upstream				On-site	
	Country exposure	✓		✓	✓		
Health and Safety at work	Significant physical constraints: Repetitive work, manual handling of loads, strenuous postures, mechanical vibrations						
	Aggressive physical environment: Hazardous chemical agents, extreme conditions/temperatures, noise						
	Working patterns: Staggered hours, work in successive alternating shifts (commonly known as shift work), night work						
Human Rights & fundamental freedoms	Undeclared work						
	Discrimination						
Environment	Climate risk						
	Biodiversity: Deforestation & Artificialisation						
	Air or water or soil pollution						
	Waste production						
	Depletion of natural resources (wood, water, etc.) & artificial resources (paper, cardboard, etc.)						

Effects: Strong Moderate Limited

# 7.4. Vigilance Plan : Value Chain CSR & Compliance Risks

> A vigilance plan to identify, prevent and mitigate risks

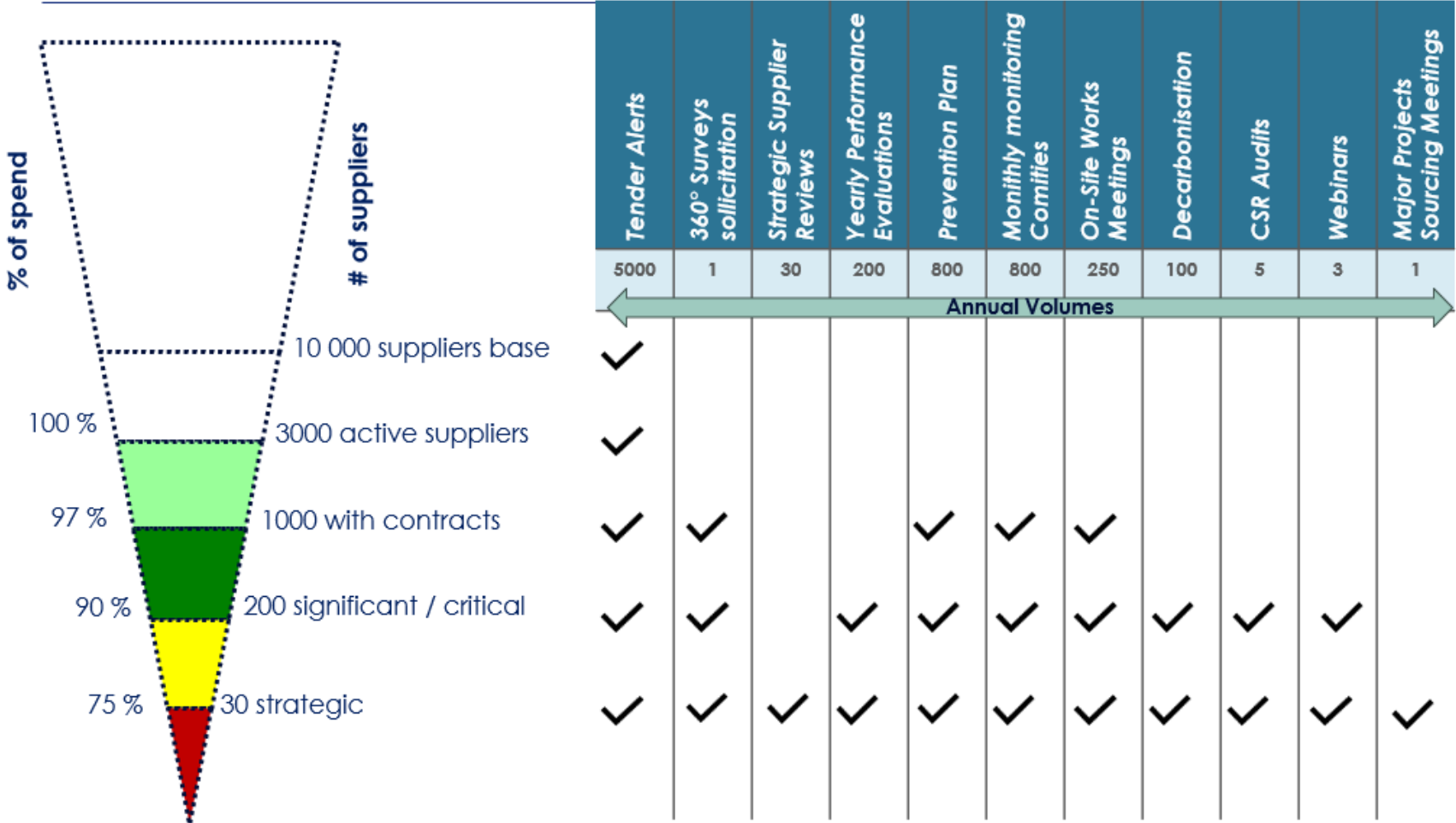
SCOPE 3 ACTION PLAN – TARGETS VALIDATED BY THE SBTi



# 7.5. Vigilance Plan : Value Chain CSR & Compliance Risks

> Number of suppliers screened and evaluated by purchasing step / thematic (2023)

Groupe ADP : Suppliers Ecosystem Monitoring





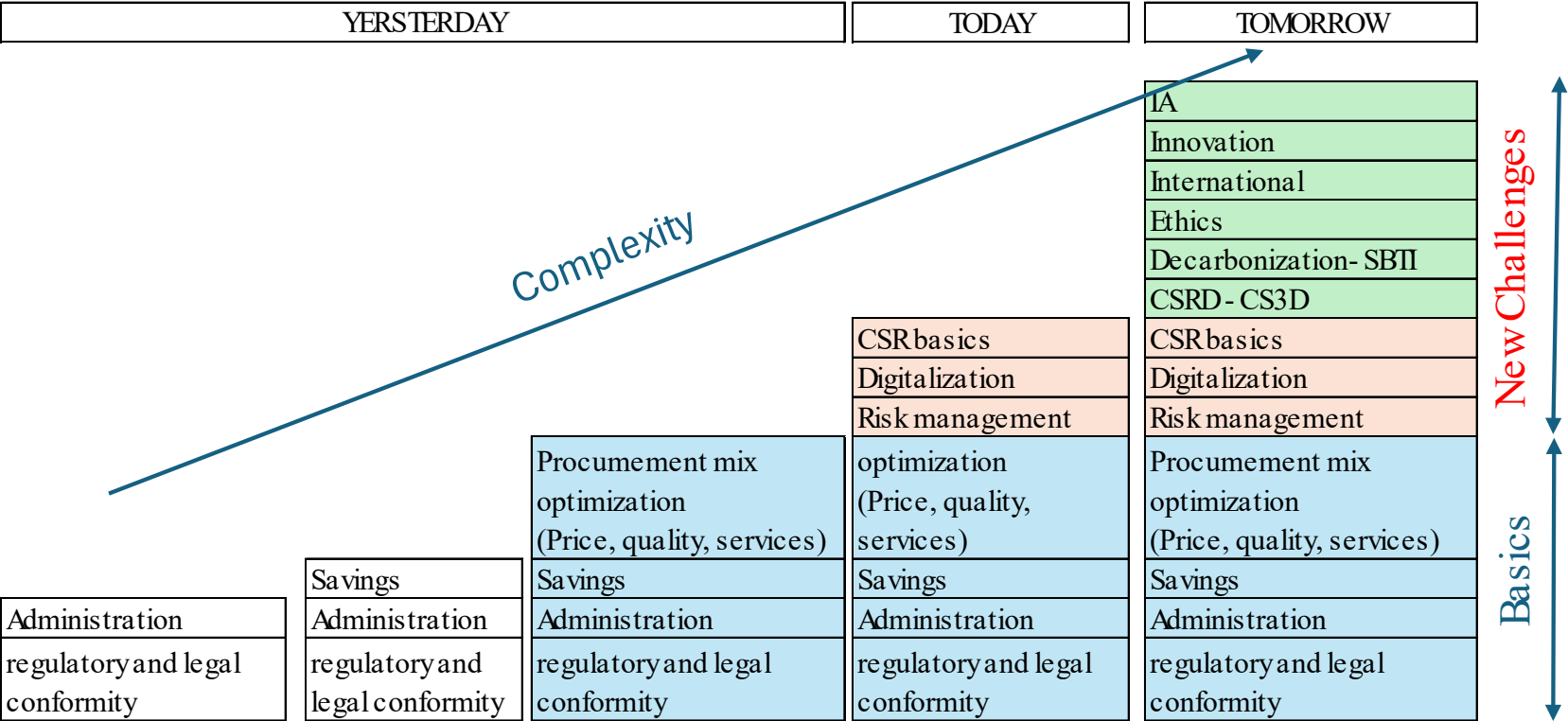
## 8. INTERNATIONAL PROCUREMENT NETWORK



# 8.1. Groupe ADP procurement network CSR roadmap

> Expectations towards procurement depts are increasing

- Management demands on purchasing fundamentals remain as high as ever (Savings)
- Emergence of new demanding functions, often reinforced, assess the quality of the buyer work at the dawn of their responsibilities, disregarding current burdens
- These new expectations towards the procurement function fall on teams that are often not calibrated to deal with
- **Our procurement function is at a turning point => We must adjust our organization and practices to meet these new challenges**



## 8.2. Groupe ADP procurement network CSR roadmap

> One out of the 4 main areas of competencies of the Groupe ADP procurement depts network has not been reached

**Groupe ADP's Procurement Depts network is more integrated than those of its competitors** (e.g. Vinci Airports).

Over the past three years, a number of actions have made it possible to achieve its goals.

The initiatives to be implemented by the end of 2024-2025 have already been identified (see **NEW**).

However, this network is not sufficiently mature :

- Alignment of some entities (e.g. TAV Airports)
- No share "Business Culture"
- The involvement of ADP sa's Purchasing Managers needs to be reinforced.

**So, Groupe ADP's Procurement Depts network has not been able to develop synergies.**

### 1 Governance

- ◆ Procurement Groupe ADP's policy signed or endorsed (nonconsolidated)
- ◆ Alignment with 2025 Pioneers and Pioneers for trust
- ◆ Monthly CPOs meeting, Monthly Asset managers' meeting, Yearly Seminar ✓
- ◆ Securing compliance : World Bank, DJSI, extra financial, SBTi, CSRD, **NEW\_CSDDD**

### 2 Synergies

### 3 Risk Management

### 4 CSR

#### Caption :

✓ Objectives : Not aligned.

✓ Objectives : Partialy Aligned.

✓ Objectives : Aligned.

- ◆ Common Business culture ✓
- ◆ Joint tenders
- ◆ Global agreements
- ◆ Expertise sharing
- ◆ Negotiation with common supplier
- ◆ Airport Market

- ◆ 10 Key controls ✓
- ◆ Strategic supplies
- ◆ Suppliers' risks matrix
- ◆ Procurement process
- ◆ Corruption risks matrix
- ◆ Shared information
- ◆ **New \_ Risk at group level**

- ◆ Local CSR Roadmap ✓
- ◆ Suppliers Charter
- ◆ CSR analysis grid
- ◆ Decarbonation plan
- ◆ **New\_ Groupe ADP Human Right Policy**

## 8.3. Groupe ADP procurement network CSR roadmap : consolidated assets

Initiatives	ADP sa	A.I.G.	Hub One	TAV Airports
<b>1. Governance</b> <ul style="list-style-type: none"> <li>Alignment with Groupe ADP Procurement Policy</li> <li>Alignment with "Pioneers for Trust" (Groupe ADP strategy)</li> <li>Alignment with WB recommendation</li> <li>Extra financial rating</li> <li>DJSI rating (Y2024)</li> <li><b>NEW CSRD</b></li> </ul>	  On track	  On track	  On Track	  On track
<b>2. Mandatory practices</b> <ul style="list-style-type: none"> <li>Local multiyear roadmaps</li> <li>CSR Supplier Charter (&gt;100k€)</li> <li>CSR analysis grid used in tenders</li> <li>CSRD ESRS S2 (action plan)</li> </ul>	 To update 100% 95% From Y2025	 To update 100% 83% (to 100%) From Y2025	 To update 70% 80% From Y2025	 To update + Foreign Airports (?) 100% 46,8% From Y2025
<b>3. CSRD Risks [on track]</b> <ul style="list-style-type: none"> <li>Analysis of Local CSRD risks</li> <li>Consolidation at group level</li> </ul>	 	 On track	 Out of scope	 On track
<b>4. Local initiatives</b> <ul style="list-style-type: none"> <li>Decarbonization(action plan)</li> <li>Local purchase</li> <li>Working with SMEs</li> <li>Develop inclusion (disabled)</li> <li>Airport Market</li> </ul>	 On track 85% 413M€ 1 390K€ 2 100K€	 2025 na na na na	 2025 36% 6M€ na na	 2025 na na na 128K€




















### Level of progress

- No information
- Initiatives must be launched
- Some initiatives are on track
- Most initiatives are on track
- Few initiatives have yet to be carried out
- Initiatives are as expected

### Local CSR KPIs : Q3 2024

- ADP sa : Sept. 2024
- A.I.G. : Sept. 2024
- Hub One : Sept. 2024
- TAV Airports (Holding) : Sept. 27, 2024

## 8.3. Groupe ADP procurement network CSR roadmap : other assets

Initiatives	Liege Airport	Nuevo Pudahuel	Ravinala Airports	Zagreb Airport
<b>1. Governance</b> <ul style="list-style-type: none"> <li>Alignment with Groupe ADP Procurement Policy</li> <li>Alignment with "Pioneers for Trust" (Groupe ADP strategy)</li> <li>Alignment with WB recommendation</li> <li>Local policy including CSR</li> <li>CSRD</li> </ul>	 	 	 	 
				
				
				
	<div>Impacted</div>	<div>na</div>	<div>To be done</div>	<div>On track</div>
<b>2. Recommended practices</b> <ul style="list-style-type: none"> <li>Local multiyear roadmaps</li> <li>CSR Supplier Charter (&gt;100k€)</li> <li>CSR analysis grid used in tenders</li> <li>CSR spec. (&gt; 100k€)</li> </ul>		 	 	 
				
				
				
<b>3. CSR Risks</b> <ul style="list-style-type: none"> <li>Analysis of Local CSR risks</li> </ul>		 <div>Should be implemented</div>	 <div>Should be implemented</div>	
<b>4. Local initiatives [recommended]</b> <ul style="list-style-type: none"> <li>Decarbonization(action plan)</li> <li>Local initiatives</li> <li>Airport Market (P.O. sent)</li> </ul>				
	<div>Action do be done at group level: Identify all local initiatives</div>			
				

### Level of progress

-  No information
-  Initiatives should be launched
-  Some initiatives are on track
-  Most initiatives are on track
-  Few initiatives have yet to be carried out
-  Initiatives are as expected

### Local CSR roadmaps

- ◆ Liege Airport : To be done
- ◆ Nuevo Pudahuel : Done (Q1 2022)
- ◆ Ravinala Airport : Done (Q2 2023)
- ◆ Zagreb Airport : Done (Q1 2024)



## 9. COMMUNICATION & RELATIONSHIPS WITH OUR SUPPLIERS AND OUR LOCAL STAKEHOLDERS



## 9.1. Communication & relationships with our suppliers and our local stakeholders (1/2)

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- Participation in workshops about decarbonization and payment deadlines with our partner Pacte PME.
- Collaboration with the bridge-to-work organizations of Paris region
- Direct communication to the Gesat Network (disability business, STPA), Grafie (SIAE IDF) and Pacte PME on upcoming recurring market projects.
- Update of the Groupe ADP website dedicated to suppliers ([Suppliers page and purchasing policy - Groupe ADP - Paris Aéroport \(parisaeroport.fr\)](#)).
- Organization of the Inclusive Purchasing Forum, in collaboration with major companies, members of the Collective for a More Inclusive Economy. Each company invites a sample of its inclusive suppliers to help them to promote business with the other members of the Collective. In 2024, a contract signed between ADP SA and Numerik EA for the audit of the accessibility of our Internet and Intranet sites, Les Papillons de jours and Bbird (communications agencies) .  
Collective targeted + 30% of purchases towards inclusion (SIAE + STPA).
- Visit and meetings with ESAT and EA (disability business) at inclusiv' day exhibition.
- Webinar with Pacte PME and major company members of the Alliance for Decarbonization and Energy Transition on involving their respective SMEs ecosystem towards decarbonization.

## 9.1. Communication & relationships with our suppliers and our local stakeholders (2/2)

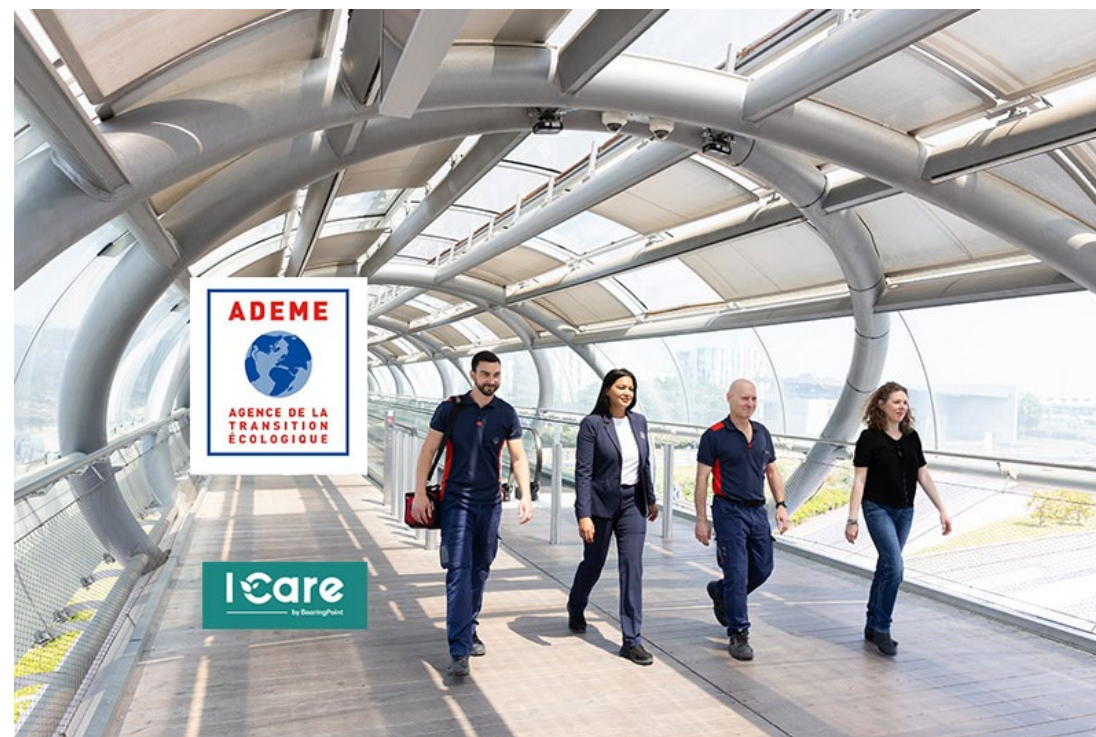
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- Participation in the business convention dedicated to local SMEs and inclusion organizations about reuse issues, at Les Canaux, an association commissioned by Paris 2024 to develop social business with committed in solidarity and innovative economies organizations and help them in the development of their activities.
- Release of a bimonthly newsletter with territorial institutions (CCI, departmental councils, MEDEF, etc.) on upcoming recurring market projects.
- National economic observatory for responsible purchasing from ESAT and EA (Gesat Network now called Hosmoz)
- Workshops with the public bank for investments (BPI) and the State shares agency (APE) for the development of innovation and sustainable purchase.



## 9.2. Communication & relationships with our suppliers and our local stakeholders

- Invitation of our 10 major companies for decarbonization program with a state agency ADEME
- Participation in the BtoB entrepreneur's exhibition organized by the Chamber of commerce & industry of Val-de-Marne department



# 9.3. Communication & relationships with our suppliers and our local stakeholders

(1/2)

>Webinars





## 9.3. Communication & relationships with our suppliers and our local stakeholders (2/2)

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### > Webinars

- Webinar with Wacano, a company which helps SMEs and start ups to validate the relevancy of addressing and finding business opportunities within the French market
- Webinar with local SMEs for Paris-Orly airport locksmith market to encourage them to call out bridge-to-work program companies.

## 9.4. Communication & relationships with our suppliers and our local stakeholders

### >Events: decarbonization

#### One more step towards decarbonization

🕒 Le 12/03/2024 | 👤 Dalila Aïssa | 🖨 Imprimer



On February 29, the Services, Logic and Procurement division (SLA), in collaboration with the Sustainable Development & Projects division, and the airport platform divisions, welcomed 10 of its suppliers with the highest greenhouse gas emissions (GHG). ), as part of the launch of Groupe ADP's collective low-carbon approach.

On this occasion, Atalian, GSF, Samsic, Securitas Aviation Security, Eiffage, Technirep, Club SA, NGE, WIAME and Vinci Construction as well as teams from the group met at the Paris-Charles de Gaulle Environment Center to a first moment of meeting.

Suppliers were able to express their expectations and questions about this unique approach intended to establish a shared vision of decarbonization.

## 10. SECURITY AND HEALTH AT WORK



# 10.1. Health and safety of workers in our value chain

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## > Material impacts associated with ESRS S2

Groupe ADP has identified "Health and safety of workers in the value chain" as a material matter and a priority issue.

Suppliers, service providers and partners carry out their functions in a complex working environment, involving many different players.

Although these operations are controlled by airport safety management systems. They may be subjected to constraints due to unforeseen events on the ground. In this context, Groupe ADP takes care to prevent the risk of accidents in terms of health and safety at work for all people working at its hubs.

In the event of an accident with lasting consequences, the associated negative impacts can be significant for workers in the value chain.

In the face of these risks, the positive impacts include the development of systems to protect workers in the value chain and improve working conditions.

The opportunities lie in improving the company's performance by fostering a climate of trust with the workers in the value chain, whose well-being is thereby taken into account and anticipated.

The time horizon for this issue is permanent, to prevent accidents, both in the short term and in the medium and long terms to protect employees health.

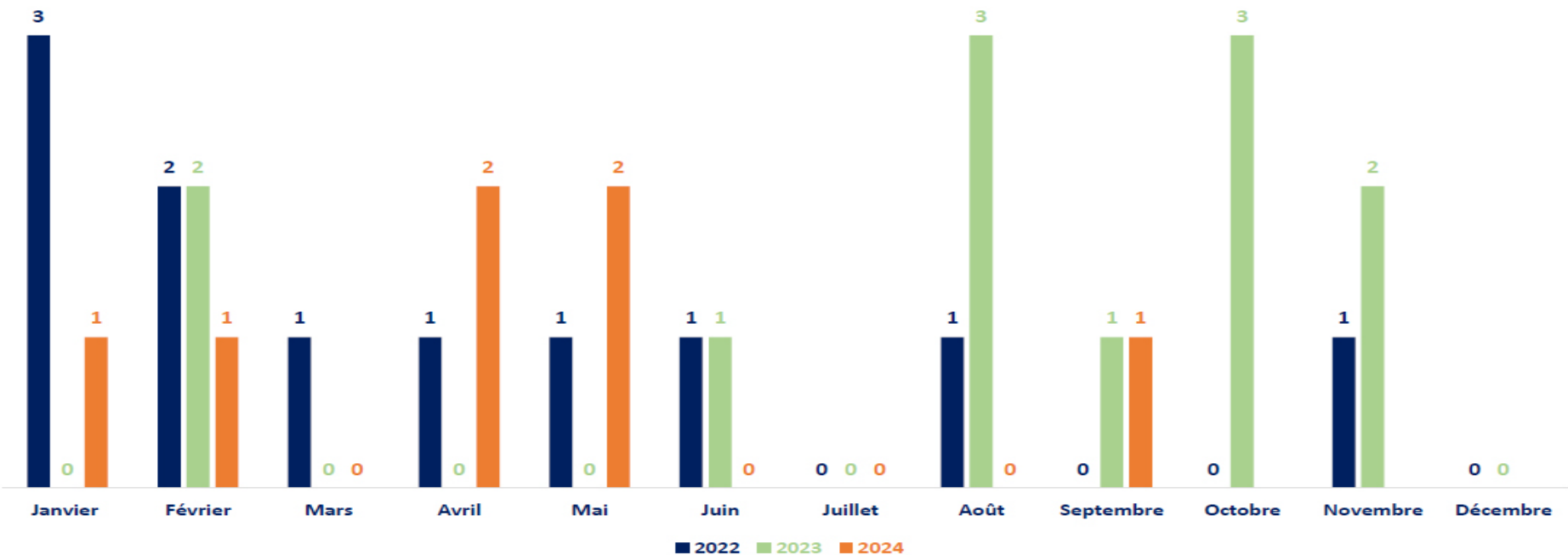
# 10.2. Security and health at work

## > Material impacts associated with ESRS S2

2022 : 11 accidents with 447 sick leave days  
2023 : 12 accidents with 198 sick leave days  
2024 : 7 accidents with 65 sick leave days

No alert in 2024

-41,6 % accidents in 2024 compared to 2023  
-67, 6 % sick leave in 2024 compared to 2023







**THANK YOU FOR YOUR ATTENTION**