

GROUPE ADP & ADP SA CSR PERFORMANCE 2023 FOCUS ON SUSTAINABLE PROCUREMENT

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INTRODUCTION

Groupe ADP has started to build the foundation of a new airport model in step with its 2022-2025 strategic roadmap, "2025 Pioneers", and its CSR (Corporate Social Responsibility) version, "2025 Pioneers For Trust". It is oriented towards sustainability, commitment and responsibility, in line with societal and environmental expectations.

The increase of the traffic after the Covid crisis, and the adaptation to a new pace of long-term growth are therefore major challenges involving all air transport stakeholders.

We all must adapt our model to reduce our environmental impact and promote territorial inclusion.

"2025 Pioneers" is a first step in this long-term transformation of Groupe ADP which will make its airports multimodal and energy hubs, sustainably designed and operated.

To achieve its objectives, Groupe ADP promotes responsible and local purchasing, and develops partnerships with its suppliers, through one of its major pillars, its Procurement division.



CLIMATE COMMITMENTS OF GROUPE ADP & ITS SUBSIDIARIES

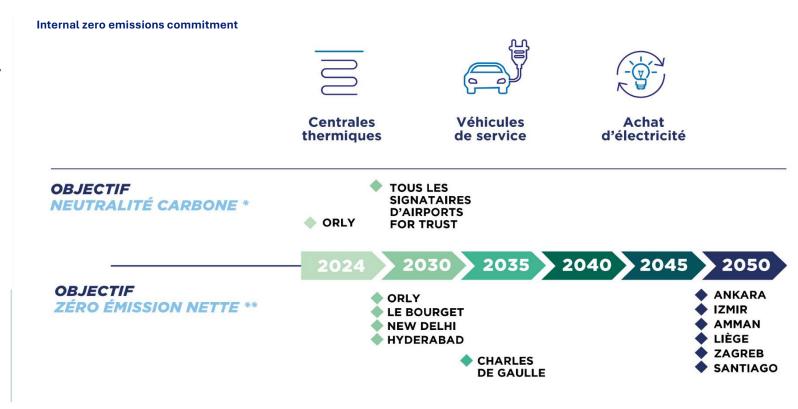
- Reduce our contribution to climate change
 - > REDUCE OUR INTERNAL EMISSIONS (SCOPES 1 & 2)

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, internal emissions, 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 ${\rm CO}_2$ emissions (scopes 1 and 2) by 2025:

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



* Source: Plan de vigilance 2023

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CLIMATE COMMITMENTS OF GROUPE ADP - ADP SA

> MITIGATE OUR EXTERNAL EMISSIONS (SCOPE 3)

Beyond reducing internal emissions (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 carbon neutral territories on French platforms, by 2050.

The main source of scope 3 emissions airport platforms comes from:

- auxiliary power units;
- ground handling equipment;
- ◆ Passengers and employees accesses to the airports.

Ambition of neutrality of external emissions

OPÉRATIONS SOL SUR L'EMPRISE



OPÉRATIONS VOL







2030 ORLY

LOGISTIQUE

AMBITION ORLY ZEN AU SOL 2030

2050 ORLY, CHARLES DE GAULLE, LE BOURGET

D'ASSISTANCE EN

ESCALE

AMBITION TERRITOIRE NEUTRE EN CARBONE EN 2050 À CHARLES DE GAULLE, ORLY, LE BOURGET

* Source: Plan de vigilance 2023

**Source: Plan de vigilance 2023

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CLIMATE & ENVIRONMENT COMMITMENTS OF GROUPE ADP

> FACILITATE AND ACCELERATE THE DECARBONIZATION OF OUR VALUE CHAIN*

Matrice de réglementation en vigueur et des actions déployées sur les entités du Groupe ADP

PLATEFORMES FRANÇAISES		TAV G	ROUP	Ald	G	MZ	ız	RAVIN	IALA	СН	ILI	LIÈC	GE	HUB	ONE	EXTI	IME
Exigences du cadre règlementaire	Bonnes pratiques	Exigences du cadre règlementaire	Bonnes pratiques	Exigences du cadre règlementaire	Bonnes pratiques	Exigences du cadre règlementaire	Bonnes pratiques	Exigences du cadre règlementaire	Bonnes pratiques	Exigences du cadre règlementaire	Bonnes pratiques	Exigences du cadre règlementaire	Bonnes pratiques	Exigences du cadre règlementaire	Bonnes pratiques	Exigences du cadre règlementaire	Bonnes pratiques
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This inventory shows a heterogeneity of the legislation in force and the actions deployed in each entity. The entities surveyed respect these laws and, for some, go beyond.

ADP SA CLIMATE INITIATIVES

> FACILITATE AND ACCELERATE THE DECARBONIZATION OF OUR VALUE CHAIN

To face the climate change, the Services, Logistics and Purchasing division 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 now benefits from support under the <u>ACT (Assessing low-Carbon Transition)</u> 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 <u>alliance for decarbonization and energy transition</u> 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
 - Aeronautical and electro-mechanical equipment

- Infrastructures,
- Operational services

ADP SA 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



HETEROGENEOUS PURCHASES WHICH DEPEND ON SEVERAL SUPPLY CHAINS



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



2,415 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

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



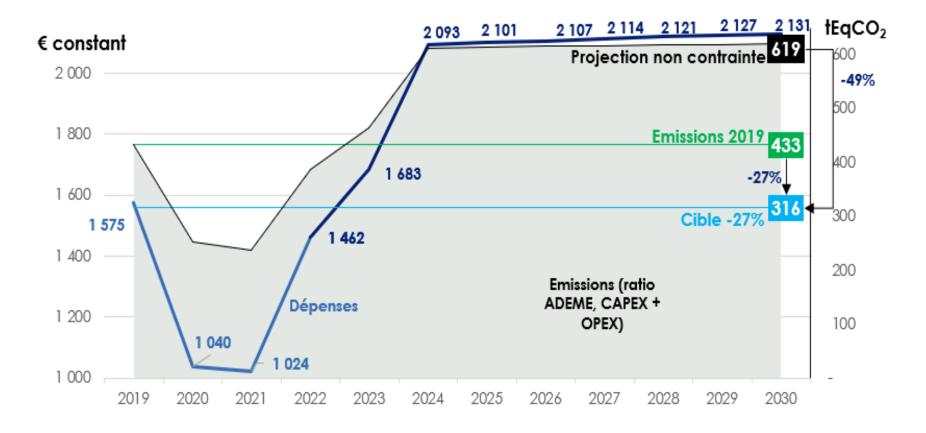
Public procurement code; 80% of markets with CSR criteria (responsible purchasing supplier relationship label)

ADP SA 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.







PROMOTING THE CIRCULAR ECONOMY: 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





Who we are, what we provide

Groupe ADP, one the world wilde 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:

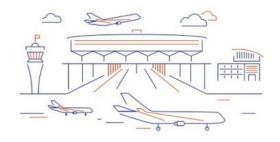
For airport's equipments available now, and presented on an online catalog. For airport's equipment which are not available immediately and to be sourced very shortly,

PROMOTING THE CIRCULAR ECONOMY: AIRPORT MARKET

> SUCCESS OF OUR SECOND-HAND AIRPORT EQUIPMENT SALES PLATFORM WITH AIRPORTS AROUND THE WORLD, IN 2023



-1,600 tonnes of green house gas (CO2 eq.) emissions avoided



170 airports members of the program in 5 continents



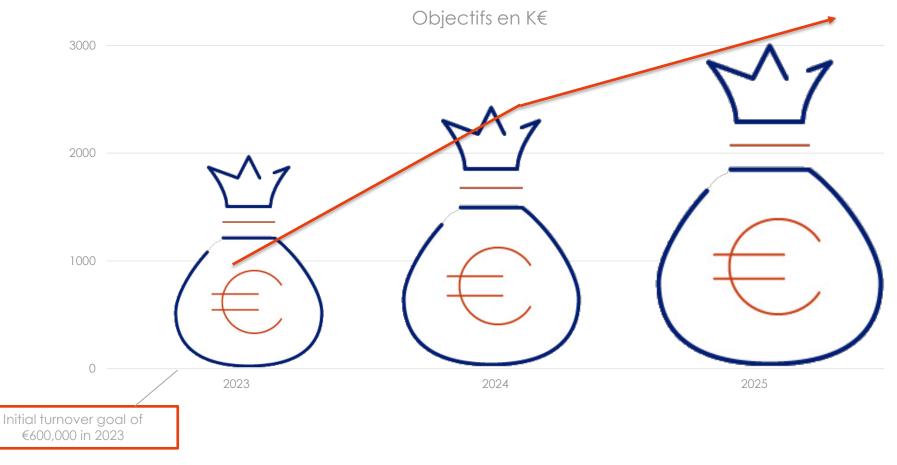
500 second-hand pieces of equipment sold



2,000 K€ turnover

PROMOTING THE CIRCULAR ECONOMY: AIRPORT MARKET

> OUR TURNOVER OBJECTIVES AS PART OF OUR 2025 PIONEERS STRATEGIC ROADMAP

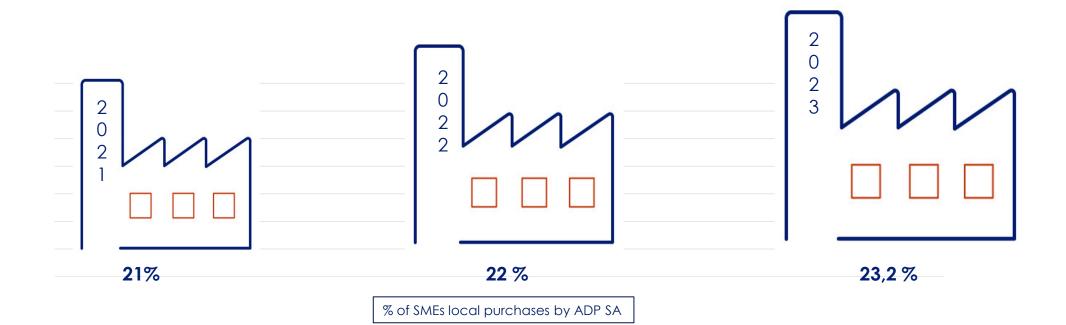




SUSTAINABLE PROCUREMENT: LOCAL PURCHASES

> STRENGTHEN LOCAL PURCHASES AND SHORT CIRCUITS

In 2023, ADP SA negotiated 1.5 billion euros with local suppliers⁽¹⁾, 85.5% of its total purchases. Its ambition, as part of its CSR roadmap, 2025 Pioneers for Trust, is to buy 80% local, including 20% from SMEs⁽²⁾, in compliance with the public procurement code, is therefore outdated.



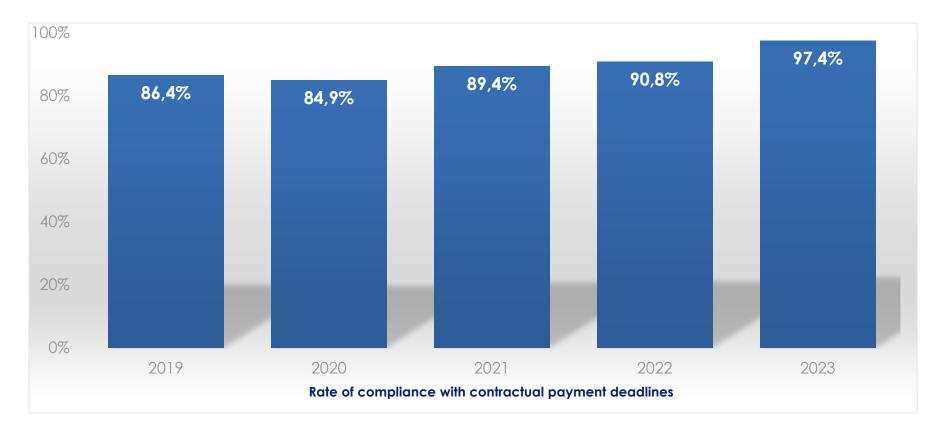
^{1 –} Local purchases < 150 KM around Paris

^{2 -} SME = SME + Micro-business + VSB + MSC

SUSTAINABLE PROCUREMENT: FINANCIAL COMPLIANCE

> COMPLIANCE WITH CONTRACTUAL PAYMENT DEADLINES

In 2023, ADP SA paid 78,508 invoices, €1,778,711 K€, within contractual deadlines

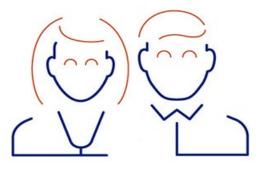




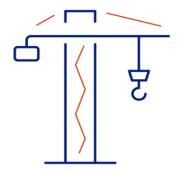
BRIDGE-TO-WORK PROGRAM: STRENGHTENING SOCIAL INCLUSION

> INCLUSION DRIVEN BY THE RECOVERY OF WORK PROJECTS

For 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) division.



66 Man 9 women participated in this program in 2023



12 work projects



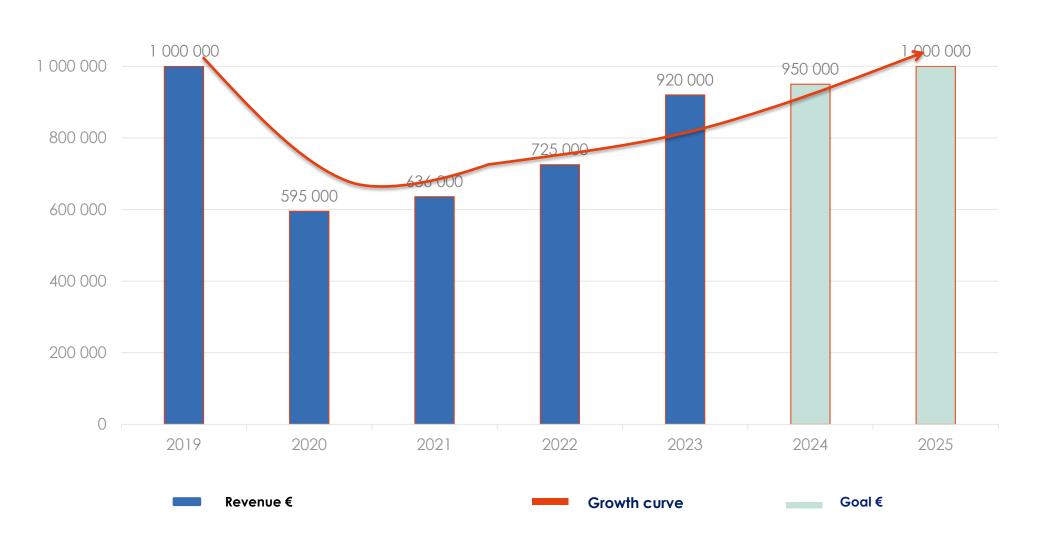
38,929 hours dedicated to this program in 2023, 5.8 % of total hours of work

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.

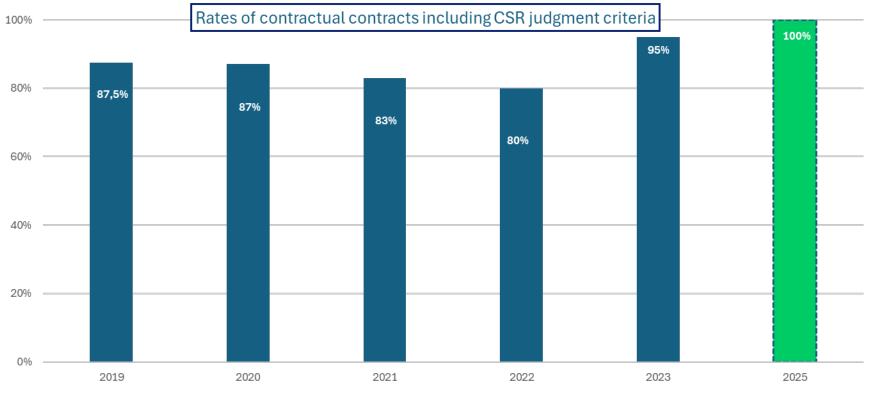




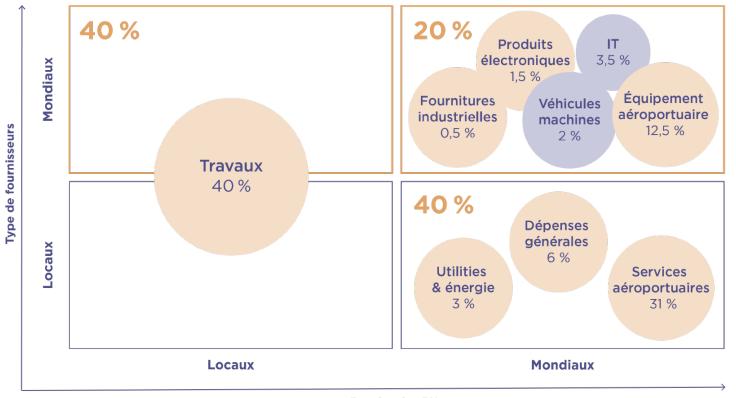
CSR JUDGMENT CRITERION IN THE TENDER PROCESS

> RELEVANT CRITERIA

Since 2021, ADP SA 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 aim for 100% of contracted markets including relevant criterion, by 2025.



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€

Besoins des BUs

ADP SA SUPPLIERS SCREENING

2 415 fournisseurs sollicités en 2023

1 214 pour une opération ponctuelle

1 201 pour une relation établie

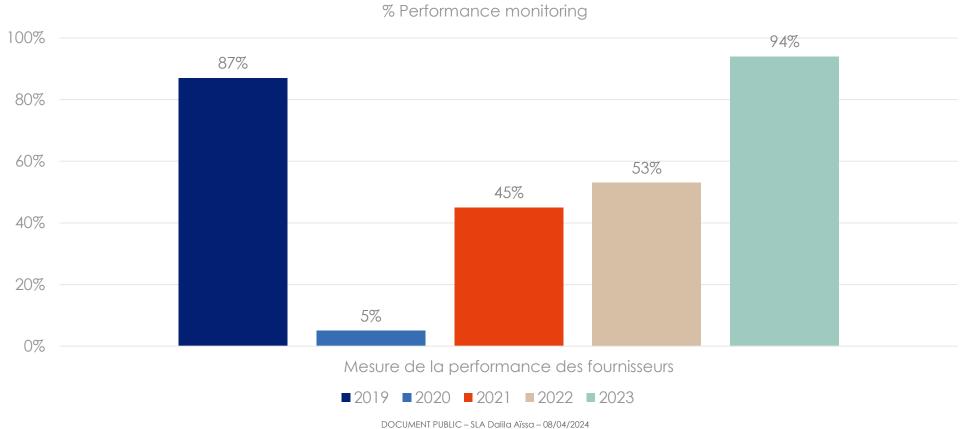
dont 265 avec des enjeux essentiels (TOP 120 & essentiels)

		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%

MONITORING ADP SA 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.

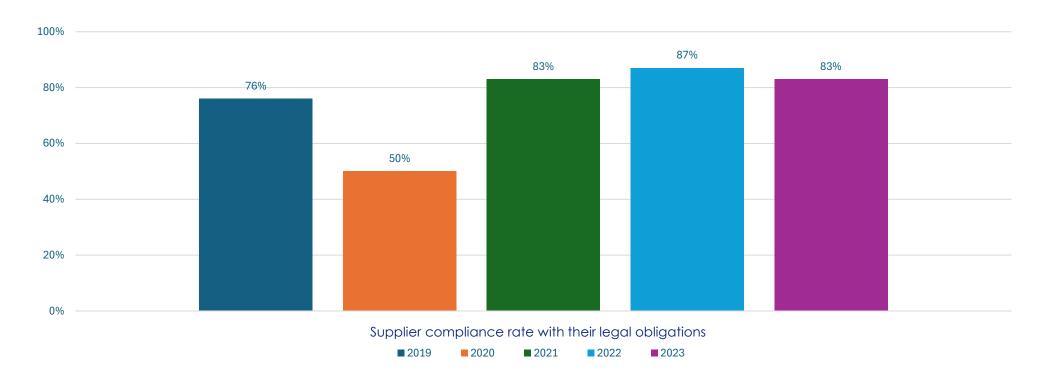




VIGILANCE PLAN: ADP SUPPLIERS COMPLIANCE

> MARKET COMPLIANCE

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

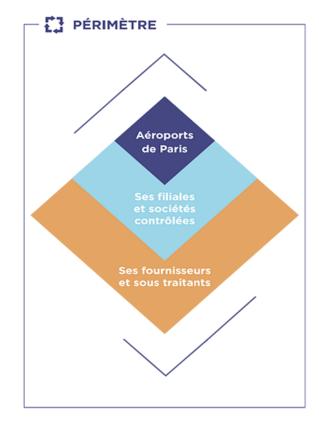


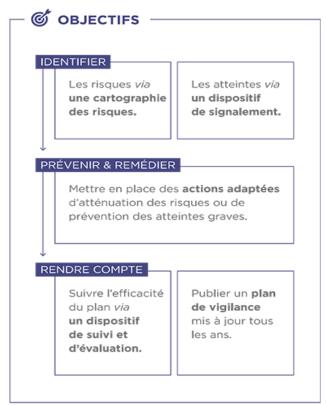
VIGILANCE PLAN: ALERT SYSTEM DESIGN

> 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.





VIGILANCE PLAN: VALUE CHAIN CSR & COMPLIANCE RISKS

> A vigilance plan to identify, prevent and mitigate risks

Effets: ◆ Fort ◆ Modéré ◆ Limité

		ACHATS GÉNÉRAUX	ÉNERGIES	ÉQUIPEMENTS AÉROPORTUAIRES	INFORMATIQUE ET TÉLÉCOM	BÂTIMENT : GROS ŒUVRE	PRESTATIONS DE SERVICES D'EXPLOITATION
	Capacité d'influence	•afd	atl	ad	.ald	all	all
	Chaîne de valeur		Er	n amont		Su	r site
	Exposition Pays	√		√	√		
	Contraintes physiques marquées : travail répétitif, manutentions manuelles de charges, postures pénibles, vibrations mécaniques	*	•	•	•	•	•
SANTÉ SÉCURITÉ AU TRAVAIL	Environnement physique agressif : agents chimiques dangereux, conditions/températures extrêmes, bruit	•	*	*	*	•	•
	Rythmes de travail : horaires décalés, travail en équipes successives alternantes, communément appelé travail posté, travail de nuit	•	•	*	•	•	*
DROITS HUMAINS ET LIBERTÉS	Travail dissimulé	.	•	•	•	•	•
FONDAMENTALES	Discrimination	•	*	•	•	*	*
	Risque climat	•	•	•	•	•	*
	Biodiversité : déforestation et artificialisation	*	•	•	•	•	•
ENVIRONNEMENT	Pollution air ou eau ou sols	•	•	•	•	•	*
	Production de déchets	•	•	•	•	•	*
	épuisement des ressources naturelles (bois, eau,) et artificielles (papier, carton,)	•	•	•	•	•	•

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VIGILANCE PLAN: VALUE CHAIN RISKS MITIGATION

> A STRATEGIC APPROACH TO PREVENT AND MITIGATE RISKS BASED ON CONTRACTUAL SPECIFIC CLAUSES

N°	Segment	Domaine	Cat	Risque	Brut	Net			1							
4	Sûreté				12	6	Très fort	Impact	7							
1	Surete				12	9 (*)	(4)		6 8							
2	Dégivrage	Prestations de		Produit "stratégique" sans rupture	12	9										
3	Transport pax ZR	services d'exploitation		d'approvionnement possible	9	6	Fort (3)									
4	Nettoyage zone publique					9	6	(0)		(9)						
5	PHMR		0	0	0	U	U	U	U	U	Incident aucours de la prestation	12	8			
6	Glycol, formiate	Produits Hivrenaux		Produit "stratégique" sans rupture	12	8	Moyen (2)									
7	Electricité	Enorgies		d'approvionnement possible	12	8										
8	Eau	Energies			12	8	Faible									
9	Pistes	Travaux et entretien		Prestation non livrée aux échéances	12	6	(1)									
*) Si	tuation d'un mouve	ement national						Improbable (1)	Peu probable (2							

Brut Net Probabilité Très Probable (4) Peu probable (2) Probable (3) Improbable (1)

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VIGILANCE PLAN: SUPPLIERS CSR & COMPLIANCE MONITORING

> NUMBER OF SUPPLIERS SCREENED AND EVALUATED BY PURCHASING STEP / PROCUREMENT THEMATIC (2023)

			F	erned						
Groupe ADP (ADP s.a.) Supplier Screening Processus in the Procurement Cycle		2. Equipment (incl. Maintenance)	3. General Expenses	4. Industrial Supplies	5. IT / Telecom	6. Terminal, Runway & Building construction (incl. Maintenance)	Utilities & Raw	8. Vehicules & Machineries (incl. Maintenance)	Total number 2023	% / Total 2023
1. Purchasing Strategic Survey									33	51%
2. Compliance & Reputation before selection & during operations (via ADIT)									1576	100%
3. Dedicated Compliance Surveys (After Alert System)									31	100%
4. CSR Selection Criteria (Candidates ESG rating)									374	95%
5. CSR Charter signature as a Contractual Commitment									394	100%
6. HSS Prevention Plans before operations									867	100%
7. Regular Steering Commitees (Quarterly for strategic & major suppliers)									793	100%
8. On site Works Follow-up & Safety Control Meeting (Monthly for big operations)									258	90%
9. Legal documents update (every 6 month period - via Provigis)									1180	83%
10. Quality Performance Evaluation (including CSR : as per multiannual programme)									156	94%
11. On Site CSR (Social & Environmental) External Audits									4/31	13%
								TOTAL:	5666	

8. GROUPE ADP PROCUREMENT NETWORK CSR ROADMAP

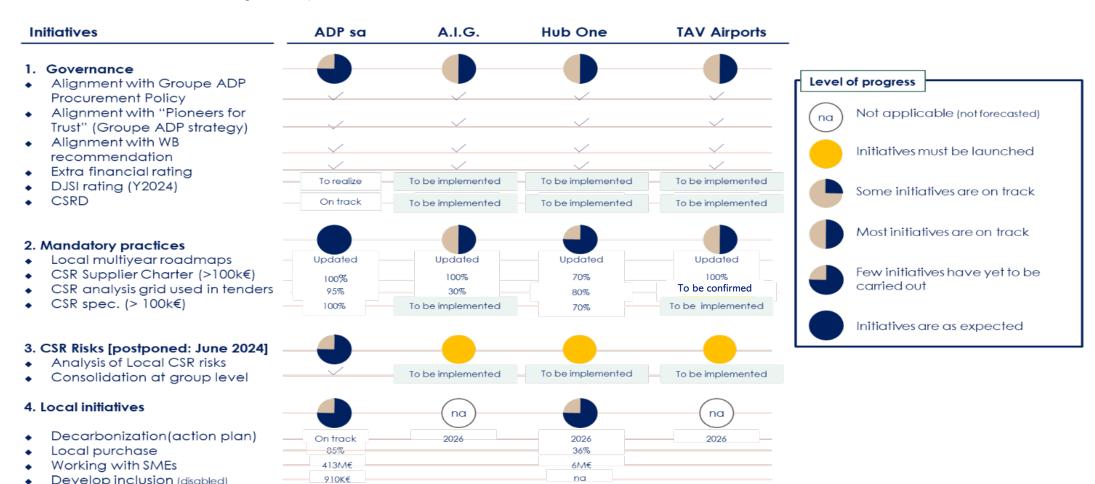


GROUPE ADP PROCUREMENT NETWORK CSR ROADMAP

1 800K€

Airport Market

>CONSOLIDATED ENTITIES: EACH QUARTER, A CSR REPORT MUST BE DRAWN UP AT LOCAL LEVEL AND CONSOLIDATED AT GROUP LEVEL



128K€

GROUPE ADP PROCUREMENT NETWORK CSR ROADMAP

>NON-CONSOLIDATED ENTITIES: EACH QUARTER, A CSR REPORT SHOULD BE DRAWN UP AT LOCAL LEVEL AND CONSOLIDATED AT GROUP LEVEL







- Webinars with our suppliers and the disability business organizations
- > Participation in workshops about decarbonization and payment deadlines with our partner Pacte PME.
- Collaboration with the bridge-to-work organizations of Paris region
- General meeting of Sinacté (bridge-to-work organization of Seine et Marne department, 77)
- Newsletter and direct communication to the <u>Gesat Network</u> (disability business organizations, STPA), <u>Grafie</u> (bridge-to-work head of Paris region network) and Pacte PME on upcoming recurring market projects.
- > Update of the Groupe ADP website dedicated to suppliers (<u>Suppliers page and purchasing policy Groupe ADP Paris</u>
 <u>Aéroport (parisaeroport.fr)</u>.
- ➤ Organization of the Inclusive Purchasing Forum, in collaboration with major companies, members of the <u>Collectif pour une économie plus inclusive</u> (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 2023, a contract signed between ADP SA and <u>Grains et Capsules (Café Joyeux)</u>, a social utility solidarity company. Collective target: + 30% of purchases towards inclusion (inclusion + bridge-to-work organizations).
- > Visit and meetings with ESAT and EA (disability business organizations) at Inclusiv'Day exhibition.
- > Participation in ObsAr 2023 (Responsible Purchasing Observatory)

- Webinars with Pacte PME and major company members of the <u>Alliance for Decarbonization and Energy</u>

 <u>Transition</u> on involving their respective SMEs ecosystem towards decarbonization.
- Participation in the business convention dedicated to local SMEs and inclusion organizations about reuse issues, at <u>Les Canaux</u>, an association commisionned by Paris 2024 to develop social business with committed in solidarity and innovative economies organizations and help them in the development of their activities.
- ➤ Visit of ESAT Evelyne Leconte at Villeneuve la Garenne (92)- 75 disabled employees (Packaging, logistics and transport, gardening, cleaning and maintenance). Some of them could visit CDG airport.
- Visit of EA Ecodair at Paris 180 disabled employees (computers waste management)
- Launch 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)
- ➤ Visit to the Depolia company, a waste processing SME, in Seine et Marne (77)
- Visit of Maximum, a local company that manufactures furniture with industrial production surpluses.

>WEBINARS (1 / 2)



Tisser un écosystème dynamique 27062023



Webinaire Fournisseurs ADP RSE 02022023







>WEBINARS (2 / 2)







>VISITS 1/2





© Depolia recycling center

>VISITS 2/2





© Maximum

>EVENTS: INCLUSIVE PURCHASING

AGIR COLLECTIVEMENT POUR DES ACHATS INCLUSIFS

O Le 24/10/2023
♠ Dalila Aïssa; Photo: Sébastion Aubry pour Groupe ADP
♠ Imprimer



Pour la deuxième année consécutive, le Groupe ADP a participé au Forum des achats inclusifs, organisé par le Collectif d'entreprises pour une économie plus inclusive, à la Cité universitaire internationale de Paris, le 16 octobre dernier.



Buyers at the Inclusiv'Day 2023

>Events: decarbonization 1/2

PACTE PME

L'Alliance pour la décarbonation et la transition énergetique



Pourquoi rejoindre l'Alliance Pacte PME?

Vous souhaitez initier une démarche de décarbonation dans votre entreprise, définir une stratégie ou valoriser vos initiatives ? Pacte PME vous propose d'intégrer un parcours fluidifié et simplifié à destination des PME : l'Alliance pour la décarbonation et la transition énergétique.

Véritable ADN de l'association Pacte PME, ce programme vous donnera accès à un écosystème unique d'échange entre pairs, experts climat et ses 10 grands donneurs d'ordre membres de l'Alliance (Bouygues Construction, EDF, Engie, Groupe ADP, Naval Group, Orano, Sanofi, Schneider Electric, Thales) pour bénéficier d'expertise, conseils et ressources exclusives.





















>Events: decarbonization 2/2

One more step towards decarbonization



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 Centre 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.



THANK YOU FOR YOUR ATTENTION