

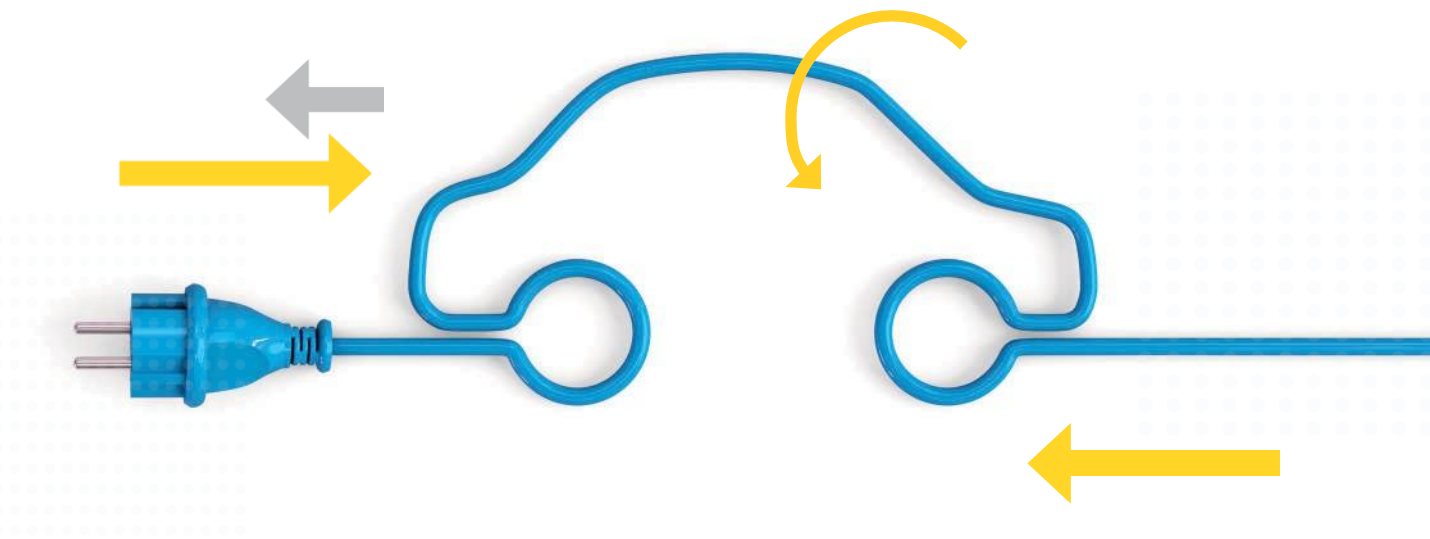
SUSTAINABLE MOBILITY POLICY

Definition

For ILUNION, the concept of sustainability integrates those of diversity and inclusion; therefore, for us mobility can only be sustainable when based on criteria of equity and accessibility for all people.

Moreover and from this point of view, we can describe sustainable mobility at ILUNION as:

One that takes into account the social and environmental implications of mobility for its people and all its stakeholders.



Objectives

Our challenge is to make ILUNION a benchmark company in sustainable and accessible mobility to inspire positive social and environmental change linked to our purpose, through the following objectives:

- To define a mobility strategy for all Group companies.
- To respond to the mobility needs of all ILUNION's stakeholders with sustainability and accessibility criteria.
- To minimize the environmental impact associated with mobility.
- To improve the mobility of the communities in which we are present by contributing to making it more responsible and sustainable.

Core ideas

ILUNION's sustainable mobility is articulated around the following lines of action:

- **Employee** mobility
- Mobility around the **business: facilities, fleet** and optimisation of logistics operations (suppliers)
- Offering sustainable mobility options to our **customers**.
- The mobility of the communities in which we are present.

Procedure

ILUNION pursues a mobility strategy that is deployed in a Sustainable Mobility Plan including the following phases:

- Diagnosis of mobility in ILUNION.
- Definition of a catalogue of sustainable mobility measures.
- Prioritization of measures by phases.
- Implementation of the measures in each of the Group's companies.
- Monitoring of implemented measures, analysis of deviations and results.

Sustainable Development Goals (ODS)

The direct contribution SDGs are: Reduction of inequalities – Sustainable communities and cities – Action for Climate – Alliances to achieve goals



