

<u>Country</u>	<u>Initiative</u>	<u>Context</u>	<u>Action</u>	<u>Dates of action (dd/mm/yy)</u>	<u>Who?</u>	<u>How many?</u>	<u>Overall benefits to the beneficiaries</u>
Algeria	Emergency relief (natural disasters)	Donation to families, victims of the violent fires which have destroyed the forests of the north of Algeria	First aid care to impacted population	August 2021	La Main sur le Cœur	116	Population relief
Australia	Developing individual employability	Careers Fair	The 'Big Meet' in NSW (USyd, UNSW, UWS, UTS MaQU.. & Victoria UMelb. Monash, Swinbourne, RMIT, Deakin) whereby Alstom participates with other industry players to promote the rail industry, early careers for graduates, interns& students	March 2022	Schools/ STEM Students	600	Employability
Australia	Developing individual employability	UTS Lucy mentoring program	Women in Engineering mentoring program conducted with University Technology Sydney to mentor female graduate engineers	All year	UTS	16	Employability
Australia	Support to local Colleges/Universities	Internship program	Work with University Technology Sydney (UTS) to increase access to internship with a strong focus on women in engineering	All year	UTS	6	Mixity & employability
Azerbaijan	Nature protection (Tree planting, biodiversity, etc)	Corporate Family Day with 30 olive trees planted with family members and kids	Site visit & treeplanting (purchasing of plants, compost, Alstom balloons) and special authorisation from ADY to plant the trees at the site (Depot)	17.10.2021	Municipality/ Society	35	Environment
Belgium	Blood donations	Blood donation in partnering with "Croix Rouge de Belgique"	Blood donation by the Alstom BE employees. Twice per year	07/10/2021	Croix Rouge de Belgique	201	Supporting health
Belgium	Collecting things for charity (food; toys; clothes...)	Helping disadvantaged individuals	Collect used batteries to Alstom partner & exchange against toys for poor children (1kg batteries = 1 kg toys) via Arc-en-Ciel Association	FY21/22	Trescal	440	440 kg of used batteries collected in 2020 & 210 kg of toys offered to poor children (1 beneficiary / 1 Kg of toys)
Belgium	Helping disadvantaged individuals	Spending CSR BE budget to support scientifique cancer research via a gift to Télévie	Spending CSR BE budget to support scientifique cancer research via a gift to Télévie	18/09/2021	Télévie	23	Cancer Research
Belgium	Helping disadvantaged individuals	Helping disadvantaged individuals	Pralines not distributed for St Eloi will be donated to a caritative organization	February 2022	Restos du Cœur de Charleroi	300	Disadvantaged people
Brazil	Developing individual employability	Internship Program for students from universities (mainly Engineering) to develop skills (technical & behavioural): 9 universities, 12 interns	Partnership with universities, students enrollment phase, selection, contracts with universities, induction, monitoring (Alstom with students & universities), annual training program	2021	Universities/ Students	26	Employability
Brazil	Nature protection (Tree planting, biodiversity, etc)	Disposal of IT scraps from Lapa Unit in donation for Instituto Refloresta – Amigos da Mata Program	180 native tree seedlings planted through Manureversa (Technological Waste Management). Amigos da Mata initiative developed by the Refloresta Institute to promote ecological restoration in deforested areas in the Atlantic Forest Biome	May 2022	Instituto Refloresta – Programa Amigos da Mata	180	180 native tree seedlings were planted benefiting the environment
Brazil	Community project support	Support child during Christmas	Launch a campaign with Alstom employees to collect toys donations, supporting local Social Institutions in Christmas time	01/12/2021	Various NGOs	164	Supporting vulnerable children
Brazil	Developing individual employability	"Entrepreneurship - Driving dreams" project supported by the Alstom Foundation 2020	Create entrepreneurship in food & sales areas between the inhabitants of the Vila Prudente favela & São Paulo through professional qualifications & guidance (Bakery, Pizzaiolo, Hospitality, Sales), enabling poor families to generate income. Tools & other resources to be provided to cope with COVID-19 crisis	Until Jan. 2022	Associação Arca de Noe de Apoio Social / SENAI - Vulnerable & less qualified people	116	Increase employability of young & vulnerable people. After completion, the students will obtain a diploma recognized by authorities in Brazil
Canada	Raising money for charity	Centraide du Grand Montréal helps the regional most vulnerable people and the community organizations that support them	An email was sent on Nov. 26 to all employees in the Greater Montreal area to invite them to support the cause by making a donation on a secure platform. A reminder was sent on Dec. 12 and results were shared on Dec 22. Alstom had offer to double the amount raised by employees	Nov 26, 2021 Dec 12, 2021 Dec 22, 2021	Centraide Grand Montreal/Charity	48	Strong impact on the living conditions of the most vulnerable members of society
Canada	Community project support	United Way KFLA (Centraide) helps the regional most vulnerable people and the community organizations that support them.	Sent out emails regarding the local United Way Program. Seeking payroll dedication donations Attempt to plan activities however, due to COVID no events scheduled	01/10/2022	United Way KFLA Charity	99	Strong impact on the living conditions of the most vulnerable members of society.
Chile	Helping disadvantaged individuals	Collection of paper garbage for a foundation that helps & maintains abandoned children for adoption and those with parents with justice issues	Collaboration with San José Foundation who collect papers garbage & sells it. The foundation has 3 homes for children (2-6y). The children are in custody sent by court when parents have legal issues, some abandoned children for adoption	All year	Foundation / Abandoned children for adoption	195	Involve employees in supporting vulnerable children & helping in saving environment with less consumption of wood (trees) for papers

<u>Country</u>	<u>Initiative</u>	<u>Context</u>	<u>Action</u>	<u>Dates of action</u> <u>(dd/mm/yy)</u>	<u>Who?</u>	<u>How many?</u>	<u>Overall benefits to the beneficiaries</u>
China	Emergency relief (natural disasters)	CASCO Signal (Zhengzhou) Co., Ltd. is a wholly-owned subsidiary of CASCO Signal Co., Ltd., has obtained 7 metro projects in Zhengzhou, accounting for 64% of the market share and a total contract value of more than CNY 2 billion. Zhengzhou has become one of CASCO's most important urban rail market bases	On July 20, 2021, Zhengzhou was hit by a severe rainstorm which flooded the metro tunnels, impacted strongly equipment & rolling stocks. This interrupted the operation of 7 metro lines in Zhengzhou with serious damage to equipment & facilities. The emergency repair has started on the following day and up to now the operation is not fully restored	Sept.2021	Red Cross Society of China Zhengzhou Branch	28186	Donation used for various expenditures to resume operation of Zhengzhou metro lines
China	Emergency relief (natural disasters)	Due to the flood and cold current in Shanxi, the disaster relief materials are in short supply	Villages & schools along the railway lines in Daxiaobao Town, Xiaoyi City, Luliang City, Shanxi Province were in urgent need of heating & disinfection supplies. Donations made including 100 pieces of warm clothes, 100 warm pants & 200 pieces of 3M hand sanitizer worth 26000 CNY (around 3250 euros). All the donated materials distributed by Shanxi Sunshine Ecological School	Oct.2021	Shanxi Sunshine Ecological School/ Impacted villagers	400	Help villagers in need of heating and disinfection supplies
Colombia	Community project support	World Bicycle Relief Project supported by the Alstom Foundation 2020	World Bicycle Relief mobilizes people through "The Power of Bicycles." Mission to improve access to education, healthcare & economic opportunities in developing regions of the world where distance is a challenge. Challenges of distance & last mile mobility addressed by manufacturing & distributing a rugged, specially-designed, locally-assembled bicycle to students, healthcare workers, entrepreneurs & workers	All year	World Bicycle Relief	500	Community engagement and empowerment; bicycle and value chain so that girls can access education
Czech Republic	Raising money for charity	Voluntary charitable money collection for local parish charity	Voluntary charitable money collection for local parish charity	2021	Three Kings' Fundraising	6	Supporting vulnerable people
Denmark	Raising money for charity	Føreningen Cancerramte Børn [FCB]	Cash Donation	31/03/2022	FCB/Children hospitalized with long term illness	33	Enable work on events or dedicated projects for the children
Dominican Republic	Collecting things for charity (food; toys; clothes...)	Non-Perishable food donations	Support through NGO Boys with Don Bosco vulnerable children & adolescents to help them with education & temporary homes	01/02/2022	Food Banking	225	Food collection campaign for 1 week to be donated + 1 concert to support with the entrance as a donation
Egypt	Support to local schools	Continue work with local & technical schools	Provide furniture for the workshops of Electro Misr School in collaboration with "IECD" Seeds of hope	Feb. 2022	Seeds of Hope / Students at Electro Misr School	337	Employability
Egypt	Support to local schools	Training for students. Developing soft skills (technical and non technical)	Organization of "4 people from Alstom Egypt employees " soft skills training " how to present yourself in an interview and how to prepare a CV" & a safety training	Feb. 2022	Institute European of Cooperation and Development - IECD	100	Development of soft & hard skills
Ethiopia	Community project support	"Improving the livelihoods of women smallholder dairy farmers within the mountainous areas" project supported by the Alstom Foundation 2021	Improve socio-eco development of women dairy farmers through 1/Improved milk production 2/ Better knowledge on dairy sector (marketing, sale, value chain) 3/ Improved soil fertility with best practices (soil & water conservation, agroforestry)	Since Jan. 2022	Agronomes & Veterinaires Sans Frontieres (AVSF)	300	Supporting women & environment in rural areas. Project just starting so no beneficiaries yet
Germany	Community project support	Donating Xmas presents	List of Xmas from kids in an orphanage - Employees bought gifts & distributed	01/12/2021	Kinderhaus St Josef	100	Supporting kids with Xmas presents
Germany	Promoting key topics (e.g. diversity; human rights; STEM)	Women Career Day	Alstom joined the career fair to increase the % of women at Alstom	01/06/2021	Women Career Day	19	Push for women employability
Germany	Helping disadvantaged individuals	Donation for a bus that offers hot showers to homeless people	Donation for a bus that offers hot showers to homeless people	12/12/2021	Go Banyo	24	Support homeless people in Hamburg
Germany	Developing individual employability	Donation to "Einstieg zum Aufstieg" which supports refugees in finding internships or trainee programs	Donation to "Einstieg zum Aufstieg" which supports refugees in finding internships or trainee programs	01/12/2021	Einstieg zum Aufstieg"	48	Employability for refugees
Austria	Community project support	FIVERS handball club: Sponsoring of CSR activities of the handball club	Youth work exclusively with young people from the 5th district of Vienna, characterised by a high proportion of migrants, Youth brought together through sport to favour performance at school & integration	01/07/2021 - 30/06/2023	Fivers handball club	1500	Support to migrants
Germany	Emergency relief (natural disasters)	Heavy rainfalls creating floods & massive damages in July 2021	Provide first aid (Water, food, electricity)	July 2021	Aktion Deutschland Hilf	108	Support to impacted population
Germany	Developing individual employability	"Digital learning opportunities & sliks training for refugees" project supported by the Alstom Foundation 2021	Vocational apprenticeship for refugees: Online learning journey through a digital certificate program in electrical engineering & mechatronics, combined with soft skills & language courses	Since December 2021	Kiron Open Higher Education	209	Employability for migrants & refugees

<u>Country</u>	<u>Initiative</u>	<u>Context</u>	<u>Action</u>	<u>Dates of action (dd/mm/yy)</u>	<u>Who?</u>	<u>How many?</u>	<u>Overall benefits to the beneficiaries</u>
Greece	Helping disadvantaged individuals	"Human Rights Awareness and Skills Development for Unaccompanied Minors (UAMs)" project supported by the Alstom Foundation 2019	Assisting unaccompanied minors (UAMs) in issues of skills and career development as well as integration and human rights awareness. UAMs aged 16-18 residing in ARSIS' accommodation structures, camps or other units will be able to participate in workshops with a Career Consultant and Human Rights Educator at ARSIS' Youth Support Centre (YSC) in Thessaloniki.	Until Aug. 2021	ARSIS – Association for the Social Support of Youth (NGO) and the Unaccompanied migrant youth	210	Migrant youth on a first path towards integration and employment
Hong Kong	Helping disadvantaged individuals	Donation of used computers & accessories to support needy families in the community	Retired 44 laptops, 11 desktops, 1 printer, 4 LCD Monitors & IT accessories (e.g. keyboard, mouse, connection cables etc.) donated to the Caritas Computer Workshop (Caritas Computer Refurbish Project)	1/3/2021 - 11/6/2021	Caritas Computer Workshop	60	Support to deprived people or NPOs
Hong Kong	Raising money for charity	Charity Fundraising Virtual Marathon Event - Enhance D&I awareness & promote "Volunteer Leave"	Alstom sponsored the enrolment free plus Volunteer Leave Day for staff who participate the charity run organized by NPO CareER which facilitates the differently abled people's education & career development	27/11/2021 - 12/12/2021	CareER Association Limited	4	Facilitate differently abled people's education & career development
Hong Kong	Helping disadvantaged individuals	"Make it work HK" project supported by the Alstom Foundation 2019	Empower low-income workers by providing them trainings, counselling & job opportunities in order to lift them out of poverty	Until Sept. 2021	French Chamber Foundation	14	Employability - Low income workers get new jobs or jobs with an increase in average monthly income
India	Emergency relief (natural disasters)	COVID 19	Ration kits + hygiene kits	06/05/2021	Helping Hands Oldage Home NGO / Marginalized families	875	Ration support for a month
India	Developing individual employability	Supporting women from marginalized communities	Deliver training and ensuring job placement for young women	10/10/2021	Magic Bus / Young women from poor families	125	Jobs for the needy (total 125 to be trained & placed by end of the year)
India	Support to local schools	ITI Madhepura (tech school) adoption	Impart training for teachers and students - upkill and improve facilities	20/12/2021	ITI Madhepura school via MSDS NGO / Teachers & students	300	Currently teachers are being trained and upskilled
India	Support to local schools	Support school infrastructure (Holy Cross School)	Play area upgradation, school benches etc.	30/12/2021	Holy Cross School/ Students from needy background	1200	Better infrastructure in the school
India	Community project support	Infra support to Paragpur Govt school + Upgrade facilities at leprosy hospital	Supporting Education & Healthcare	11/10/2021	Paragpur Govt school & Kusht Rog Ashram via United Way/ Marginalized families children & elderly people	500	Better infrastructure at shelter homes
India	Socio-economic development	Support Madhipura Christian Hospital	Provide latest healthcare equipment for critical illness	27/2/2022	Madhepura Christian Hospital/ Marginalized families	20000	Knowledge on industry
India	Helping disadvantaged individuals	Joy of giving	Support children's needs from marginalized families	30/01/2022	Holy cross school, Primary school Paragpur, Tara homes, SoS village, St.Josephs's school, Vanakanahalli govt school/ Marginalized families children	3400	Support children's education needs
India	Support to local schools	Need for learning materials due to insufficient govt funds	Donation of Training and learning Kit for Anganwadis	15/03/2022	Government run Anganwadis via United Way/ Marginalized families children	9000	Support early stage education of marginalised family children
India	Developing individual employability	Promoting engineering topics	Guest lectures at tech schools (MNNIT Allahabad, NIT Patna, NIT Trichy, SJCE and other NITs)	30/03/2022	MNNIT Allahabad, NIT Patna, NIT Trichy, SJCE & other NITs/ Engineering students	1500	Knowledge on industry + promoting STEM topics

<u>Country</u>	<u>Initiative</u>	<u>Context</u>	<u>Action</u>	<u>Dates of action (dd/mm/yy)</u>	<u>Who?</u>	<u>How many?</u>	<u>Overall benefits to the beneficiaries</u>
India	Community project support	"A mobile solution to welfare gaps Phase 2" project supported by the Alstom Foundation 2019	Provide supplementary education & health facilities to impoverished & highly under-served communities in 5 villages, and train local youth in suitable vocational skills	All year	Pragya	3690	Support education, health & employability
India	Community project support	"Water for Life II - Integrated water management program" supported by the Alstom Foundation 2020	Water conservation project	All year	Objective France Inde	1700	Water conservation project
India	Helping disadvantaged individuals	"Tara Outreach Centre" project supported by the Alstom Foundation 2020	Supporting foster home	All year	Onyva	68	Supporting foster home
India	Developing local supply chain sustainability	"Strengthening of rural micro & nano enterprises through capacity building at ecosystem level" project supported by the Alstom Foundation 2020	Supporting women enterprises	All year	TIDE	355	Supporting women enterprises
India	Community project support	"Every Drop Counts - Rooftop rainwater harvesting & percolation pits at Anekal Taluk" project supported by the Alstom Foundation 2020	Rain water harvesting	All year	United Way of Bengaluru	232	Rain water harvesting
India	Support to local schools	"Give the children a 2nd chance to be in school" project supported by the Alstom Foundation 2020	Bringing children back to school	All year	Sree Padma Rani Mary Mahila Mandali	103	Bringing children back to school
Israel	Collecting things for charity (food; toys; clothes...)	Collect infant formula powder campaign	Employees donated baby food replacement formula which can be bought at any supermarket	July-Aug. 2021	Baby Food Bank	15	Support vulnerable population
Israel	Support to local schools	Alstom Volunteering Day at a special needs school	Alstom employees volunteered at renovating some of the classrooms	Jan. 2022	Ofarim special education school	52	Support education through school renovation
Israel	Community project support	Hanukkah Joy	Small gifts for hospitalized children	28/11/2021	Carmel Hospital	120	Support children
Israel	Developing individual employability	"Mifne-Skills Development, Employment Advancement & Economic Empowerment for Underprivileged Women in Jerusalem" project supported by the Alstom Foundation 2020	Holistic program working with unemployed & underemployed females in severe financial & personal distress.	All year	Be Atzmi	82	12-month program combining group workshops & personal mentoring, dealing with the women's multiple & complex barriers on their way to employment & economic independence
Israel	Developing individual employability	"Re-ignite the future - Life changing entrepreneurship" project supported by the Alstom Foundation 2018	Program designed to provide disadvantaged & marginalized youth from East Jerusalem, with a rare opportunity for a better socioeconomic future	Until Oct. 2021	Unistream	343	Support underprivileged youth
Israel	Developing individual employability	"Economic mobility & work-readiness course for Israeli & Palestinian" project supported by the Alstom Foundation 2021	Course providing students with practical knowledge, skills & tools (computerscience, social entrepreneurship, soft skills, project, etc), internships & positions & specific modules on negotiation, mentoring, interviews & applications, etc	Since Dec. 2021	MEET	44	Employability
Kazakhstan	Community project support	Kazakhstan, as part of the USSR, participated in the Great Patriotic War. 665 veterans of the Great Patriotic War are old (90y), lonely and in need of support	An amount of money is transferred to Public Fund "Council of WWII Veterans, Home Front Workers and Children of War" to be used for supporting veterans	15/06/2021	"Council of WWII veterans, home front workers & children of war" Foundation	25	25 veterans received food baskets and got refurbishment of homes
Kazakhstan	Nature protection (Tree planting, biodiversity, etc)	Territory of Alstom site (EKZ) didn't have any trees or flowers	160 trees & bushes were planted by Alstom team	26/06/2021	Nur Sultan citizens	160	Beautiful landscape, fresh air, team building activity, D&I activity
Kazakhstan	Collecting things for charity (food; toys; clothes...)	Installation of a box for collecting clothes & toys at EKZ site	Collecting things for people in need followed by distribution to special centers helping to vulnerable group	27/10/2021	Istoki Dobra NGO / Club Dobryakov / Vulnerable families	100	Developing volunteering in Alstom promoting reusing
Kazakhstan	Helping disadvantaged individuals	Purchase of Christmas gifts to children with disabilities	Contact with NGO to receive a list of children, looking for volunteers, buying gifts, delivering them to NGO. Gifts were purchased with own money of employees	25/11/2021	Society of Children with Disabilities NGO	45	Developing volunteering in Alstom
Kazakhstan	Helping disadvantaged individuals	"Mentorship Program" project supported by the Alstom Foundation 2020	Mentorship program to help orphans & children deprived of parental care so that they can discover their life potential & develop their independent living skills through communication with adult volunteer mentors	All year	Dara Foundation / Orphans & mentors	139	Socialize children through mentorship and develop skills & independent life through specially organized communication
Malaysia	Emergency relief (natural disasters)	Heavy rainfall week of Dec.17 2021 caused flooding in several states across Malaysia, displacing thousands people from homes, deaths & damages	Flood relief activities such as food distribution, drinkable water, health & hygiene and repairs through donation to Mercy NGO	10/01/2022	Mercy / Flood victims in Hulu Langat, Selangor	1200	Support to impacted population

<u>Country</u>	<u>Initiative</u>	<u>Context</u>	<u>Action</u>	<u>Dates of action (dd/mm/yy)</u>	<u>Who?</u>	<u>How many?</u>	<u>Overall benefits to the beneficiaries</u>
Malaysia	Nature protection (Tree planting, biodiversity, etc)	Up to 2,000 tons of textile wastes produced per day in Malaysia, or 5% of solid waste that ends up in landfills, if not recycled. Kloth Cares (local social entrepreneurship) addresses these challenges with 188 Fabric Recycling Campaign	A month-long clothes/fabrics donation to reduce fabrics ending up in landfills. Donation of used clothes done through Kloth Cares' designated public deposit bins	16/2/2022 - 16/3/2022	Kloth Care	47	Support to environment through waste management & recycling
Malaysia	Site cleaning (Beach, forest, city, etc)	KSNP Volunteer Day - Mangrove Clean-up	Collaboration with KSNP for mangrove forest cleaning activity at Kuala Selangor	26/2/2022	KSNP	40	Support to environment
Mexico	Volunteering in support of charities (time + effort)	Support library renovation project, helping to design safe spaces and generate growth opportunities	Rehabilitate a library area, meeting infrastructure and equipment needs	10/12/2021	Public Library Las Luciernagas	200	Offer better opportunities, computer skills in particular to community
Mexico	Emergency relief (natural disasters)	Flooding disasters in Hidalgo triggered the collect	Donation of first hand items to support the people in need	14/09/2021	DIF Hidalgo (Government institution)	100	Support for the people with flooded houses
Mexico	Community project support	"Energy access for Santa Catarina" project support by the Alstom Foundation 2020	Make renewable energy technology & job trainings accessible to the Pai Pai indigenous community by installing solar photovoltaic power to schools, health clinics, homes, farms, orphanages & small businesses. Model ensures project sustainability & community involvement: Families are trained in the basics of solar energy and in how to clean & maintain their system	Until Jan. 2022	Pai pai indigenous community through Grid Alternatives	84	Provide energy to inhabitants
Mexico	Community project support	"Mediating acute water scarcity & contamination issues in rural Guanajuato" project supported by the Alstom Foundation 2021	Install 15 Rainwater Harvesting Systems & implement intensive community education in Los Ricos de Arriba	Since Dec. 2021	Caminos de Agua	125	Access to clean & safe water for rural villages
Morocco	Blood donations	Need of blood donations (1000/day vs 500/day currently)	Organization of a blood donation day on Fez site GO from TOP Management	09/12/2021	Centre National de Transfusion sanguine	180	Support health sector
Morocco	Helping disadvantaged individuals	Heure Joyeuse : need for young people to move to their workplace (internship, work). Develop mobility culture	Donation of 5 bicycles	29/10/2021	Heure Joyeuse	5	Access to mobility
Morocco	Developing individual employability	"Najah I: Large-scale Training & Professional Integration Project for Young People" project supported by the Alstom Foundation 2020	Integration of disadvantaged young Moroccans into sustainable employment through the development of innovative measures. 2 axes: 1/ Contribution to the training & socio-professional integration of young unemployed people 2/ Contribution to the capacity-building of Moroccan associations. Program includes innovative support system for entrepreneurship, reinforced pedagogical & educative abilities, diversification of associations' financial resources to ensure actions over time	Until Nov. 2021	Unemployed youth through Apprentis d'Auteuil	1055	Employability of disadvantaged youth
Netherlands	Helping disadvantaged individuals	Disabled children	Annual chocolate for Christmas gift bought from SWGN, 100% goes to mentally disabled children to take a holiday	Dec. 2021	SWGN	100	Disabled children
Netherlands	Site cleaning (Beach, forest, city, etc)	Local cleaning initiatives	Eneco Beach Clean Cup, initiative for beach cleaning in NL (and BE) on March 20, 2022	20/03/2022	Eneco Beach Clean Cup	50	Nature, employee team building, awareness of environment
Netherlands	Community project support	Community project support	Working with the site <i>nldoet.nl</i> a collection of social organisations that need help, people can volunteer for small projects for one or two days in March	11 & 12 March 2022	nldoet.nl a	50	Social organisations with small jobs to be done benefit from volunteer work
Norway	Helping disadvantaged individuals	Sykehusbarn (The Hospital Children) - Charity supporting childrens in hospital (long term stay); Activities/Social need	Donation to a defined/earmarked project within the Charity, "base" donation of 50 kNOK (6,5 kEUR)	24/12/2021	Sykehusbarn / Children hospitalized	30	Support the charity to enable work on dedicated project in hospital for children with long term illness (wellbeing activities)
Panama	Collecting things for charity (food; toys; clothes...)	Non-Perishable food donations	Non-perishable food donations is made for the food bank to support 300 organizations nationwide & ensure necessary food for low-income people, especially children	10/07/2021	Panama Food Banking	450	Support to vulnerable population
Panama	Raising money for charity	Walk in benefit for kid with cancer	Fundacion Amigos performs walks & programs to raise funds for children with leukemia & cancer	22/10/2021	FANLYC	400	Fanlyc programs support treatment of thousands of children & adolescents diagnosed with cancer

<u>Country</u>	<u>Initiative</u>	<u>Context</u>	<u>Action</u>	<u>Dates of action</u> <u>(dd/mm/yy)</u>	<u>Who?</u>	<u>How many?</u>	<u>Overall benefits to the beneficiaries</u>
Panama	Collecting things for charity (food; toys; clothes...)	Non-Perishable food donations	Non-perishable food donations is made for the food bank to support 300 organizations nationwide & ensure necessary food for low-income people, especially children	10/01/2022	Panama Food Banking	450	Support to vulnerable population
Panama	Developing individual employability	"Soft and Technical Skills Training for Women in social vulnerability (CAPTA)" project supported by the Alstom Foundation 2019	CAPTA program is as follows: a) Recruitment (3 weeks before the Foundation Cycle), b) Introduction and Interview (1 week before the Foundation Cycle), c) Foundation Cycle, CAPTA's psychosocial component with over 200h of classroom time d) Technical Development, where participants receive technical training with a partnering business, e) Graduation & job placement, women who successfully complete the program are matched with an employer	Until June 2021	Calicanto/women	113	Women participating in psychosocial trainings to learn on behavior & ability to succeed and reintegrate labour market
Peru	Community project support	"Construction of green spaces in a shanty town" project supported by the Alstom Foundation 2019	improve the living conditions of the shantytown Ensenada's inhabitants	All year	Mano a Mano	3914	Improve the living conditions of the shantytown Ensenada's inhabitants
Peru	Community project support	"Indigenous economies- Vibrant forests for thriving communities" project supported by the Alstom Foundation 2020	Large portions of forestland are destroyed to harvest products that global markets demand (Coffee, cocoa, palm oil, etc). Indigenous communities who depend on forests for their livelihoods are then put under immense pressure to engage in large-scale single crop production which relies heavily on pesticides. Through the project, Indigenous communities can protect forests & biodiversity, enhance their livelihoods & access high-value markets for sustainably-produced products. It involves long-term technical skills development, inclusive economic growth & improved governance in native communities	All year	Indigenous local population through Rainforest Alliance	850	Protect environment, enhance local community livelihoods & develop long-term technical skills
Philippines	Helping disadvantaged individuals	World Water Day celebration through the Race for Water Virtual Run 2021 by Waves for Water Philippines to raise awareness on clean water access inequality	19 Alstom employees signed up to the event. Goal was to walk, run, bike as much as they can where the covered distance (kilometers) was converted into liters of water.	01/04/2021	Aeta Community in Porac, Pampanga / Waves for Water Philippines	134	Support environment & water
Philippines	Support to local schools	Partnership with Binhi English Literacy Foundation Inc. to provide Christmas packs to scholars. Packs contained books or toys and food for the scholar and its family	Foundation invited Alstom to participate in the initiative involving 20 scholars	16/12/2021	Binhi English Literacy Foundation Inc	100	Supporting underprivileged families (Assumption 5 members/family)
Philippines	Emergency relief (natural disasters)	Typhoon Odette in Dec. 2021 caused severe damages in the Philippines	Relief activities such as food distribution, drinkable water, health & hygiene and repairs through donation to Ramon Aboitiz Foundation Inc (RAFI) NGO	Jan. 2022	Water & Life / Victims of Typhoon Odette	345	Support to impacted population
Philippines	Emergency relief (natural disasters)	Typhoon Odette in Dec. 2021 caused severe damages in the Philippines	Relief activities such as food distribution, drinkable water, health & hygiene and repairs through donation to Ramon Aboitiz Foundation Inc (RAFI) NGO	10/01/2022	RAFI / Typhoon victims	696	Support to impacted population
Poland	Support to local Colleges/Universities	As part of long-term cooperation with Silesian University of Technology, Alstom helps students choose their career path by organizing trips for them presenting work in our facilities	3 site tours for students organized. Students could see how trains are produced, use simulators of painting & welding, get acquainted with DIS activities (Visit to production, server room & lab)	16.06.2021, 18.06.2021, 23.06.2021	Silesian University of Technology/ Students	37	Employability - Supporting career development opportunities after graduation, assistance in choosing a specialization
Poland	Community project support	Ex-BT employee participated in Poland Business Run	Due to Covid, virtual run with each participant had a 4 km route to cover independently in a selected location	05/09/2021	Fundacja Poland Business Run	11	Supporting beneficiaries with amputations & mobility disabilities
Poland	Helping disadvantaged individuals	Charity action "We change kilometers into zlotys". Yearly action in cooperation with "Biegamy z sercem" Fundation (www.biegamyzsercem.pl) involving all Alstom employees	Special dedicated application Alstom employees were running, biking, walking & achieving the highest number of km to meet the goal of 200,000	01.09.2021-31.09.2021	"Biegamy z sercem" Fundation (www.biegamyzsercem.pl)	607	Treatment of sick children, charges of the Foundation
Qatar	Developing individual employability	"Head Start" focuses on CV writing, interviewing and internships	Event arranged by INJAZ Qatar for 22nd March 2022	22/03/2022	INJAZ & Hamad Medical Corporation	50	Employability
Romania	Helping disadvantaged individuals	Partnership with Capital Filles which works with different highschoools in Bucharest & other few cities to find mentors for disadvantaged girls & help them access better education	Mobilization of few mentors	01/10/2021 - 31/05/2022	Capitall Filles Romania	35	Get better prepared for highschool graduation exam & admission to university, understanding of job market

<u>Country</u>	<u>Initiative</u>	<u>Context</u>	<u>Action</u>	<u>Dates of action (dd/mm/yy)</u>	<u>Who?</u>	<u>How many?</u>	<u>Overall benefits to the beneficiaries</u>
Romania	Collecting things for charity (food; toys; clothes...)	During the pandemic, 2 centers for kids & adults with disabilities who needed help identified	Money, clothes, shoes & first need things collected for these people. The 2 places are located in the proximity of Bucharest, in Peris & Tancabesti	01.01.2022 - 31.01.2022	Centrul de Abilitare si Reabilitare	90	Supporting disabled & vulnerable people for Winter with clothes & shoes, bed covers & hygiene products
Saudi Arabia	Support to local Colleges/Universities	Development & design a project lab for electrical engineers students in local university - Phases 1&2	Design & development of an electrical laboratory in King Saud University serving local students within the engineering college - Phases 1&2	All year	King Saud University / Students	400	Employability through experienced graduates, interaction with industry, innovative solutions encouraged, knowledge in transportations and signaling sectors, soft/essential skills developed
Senegal	Support to local schools	Seydou Nourou Tall High School is a high school with 1400 students. It is one of the best high schools in terms of academic results, but facing difficulties for furnitures (Lack of tables & chairs for the library)	Donation of tables & chairs for the library using local labor	21/10/2021	Seydou Nourou Tall High School	1400	Support education through furnitures
Senegal	Encouraging local start-ups	NGO Green Senegal is very active on development, environment & women's empowerment. It supports groups of women who are active in the processing of cereal products & fishery products	Equipment donation for processing cereals	26/02/2022	Green Senegal NGO	500	Women Empowerment. Access to local products at the district level
Senegal	Helping disadvantaged individuals	Hospital "service des maladies infectueuses" is the front office of the global action against Covid . It lacks periodically basics need : gloves, mask, etc	Donation of Covid essential protective personal equipment : glasses, goggles, gloves	March 2022	Hospital	450	Pandemic context
Senegal	Support to local schools	"A quality education, locally, for secondary school children in Lompoul" project supported by the Alstom Foundation 2019	Equip secondary school of Lompoul with access to electricity through connecting it to the grid, retrofitting its 5 classes, the school headmaster's office, a computer class & its water pump with lighting and power sockets to connect digital pedagogical tools	Until	Electriciens Sans Frontieres	261	Support to education through access to energy
Senegal	Nature protection (Tree planting, biodiversity, etc)	"Women empowerment for the safeguarding & valorization of the mangrove" project supported by the Alstom Foundation 2020	Develop a sustainable management of the mangrove through activities involving women organizations to create an energy distribution network & trainings, biodiversity management, public reforestation campaigns, sensitization to environmental issues, promotion of clean & renewable energy sources	All year	Le Partenariat	3000	Support on environment & women empowerment
South Africa	Support to local schools	Maths & Science Lecture and learner Development (TVET Collages)	Continuation of a 3-year programme that started in March 2019 and ended in December 2021	All year	Provincial Department of Education	1193	Teachers sharpen content delivery skills & learners are assisted with material for better understanding in Maths & Science
South Africa	Support to local schools	As part of Gibela's commitment to the contractual obligations ED, Gibela has donated mobile libraries to high schools	Donation of mobile libraries to 10 high schools in Ekurhuleni and Thwane Metropolitan Cities	All year	Provincial Department of Education	11000	Support to children to read a book and expand language and creative skills
South Africa	Support to local schools	For Youth Day celebrated annually in SA, Ubunye supported a local school	List of motivational & inspirational books were selected & donated to Nigel Secondary School Library to encourage reading. Books were handed over with a planned event that included Ubunye staff & reknowned guest speaker/author Qaanita Hunter	16/06/2021	Nigel Secondary School	1417	Support to school children through access to reading material & help enhance their education
South Africa	Helping disadvantaged individuals	In Support of Mandela Day in SA 18th July, support to Vita Nova Centre in catering individual with disabilities that need them to be taken care of constantly	Blankets and socks donated to all patients to keep warm during winter	18/07/2021	Vita Nova Centre	117	Support to individuals with disabilities
South Africa	Support to local schools	"After school & life skills " project supported by the Alstom Foundation 2020	Main goal to help 250 vulnerable children affected and/or infected by AIDS to improve their schooling performances & to acquire basic life skills during one year	All year	Alra Park Primary and Happiness Primary School through FXB	250	1. Improved school performance and encourage to pursue further studies; 2. Enhanced psychosocial status of youth beneficiaries; 3. Enhanced life skills of the youth and their leadership; 4. Raised community awareness
South Africa	Community project support	"Solar PV for Chance Children's Home" project supported by the Alstom Foundation 2020	Assist the Chance Children's home reduce their electricity costs for savings. "Design a Difference" program developed 2 models allowing solar PV renewable energy systems to be used by non-profits to reduce their electricity operational costs	All year	Engineers Without Borders South Africa	86	Help reduce the cost of the electricity bill for the Chance Childrens Home, this in turn will allow the facility to use the savings towards
South Africa	Emergency relief (natural disasters)	Social unrests, lootings & massive destructions occurred in Summer 2021 after Zuma' arrestation, which broke many supply chains in food & medical areas	Rebuild school infrastructure	Nov. 2021	Gift of the Givers	1168	Support education through new school infrastructure

<u>Country</u>	<u>Initiative</u>	<u>Context</u>	<u>Action</u>	<u>Dates of action (dd/mm/yy)</u>	<u>Who?</u>	<u>How many?</u>	<u>Overall benefits to the beneficiaries</u>
Spain	Promoting key topics (e.g. diversity; human rights; STEM)	I+E Foundation (Fundación Innovación España)	Support R&D and innovation pillars, promoting Spain as best place to establish & develop companies who are strong on innovation & supporting the set up of Innovation & Competency Centers. All actions in collaboration with Public Administrations to improve the business & social network	All year	Fundación Innovación España	144	Promoting Innovation & Competency Centers
Spain	Promoting key topics (e.g. diversity; human rights; STEM)	"VIRTUAL Women Race" - Charity Race for Breast cancer in Barcelona & Madrid streets. Initiative organised in several cities	Online virtual race organized for Alstom women 25 Oct (Madrid) & 8 Nov (Bcn) - 120 runners	October2021 & November 2021	Charity Race for Breast cancer	20	Collaboration with NGO for investigation & projects on breast cancer. Awareness raising
Spain	Volunteering in support of charities (time + effort)	"Freno al ICTUS Bike Race", First Edition	Organise online virtual race for all employees 2021: From 22 - 31 Oct	October 2021	Freno al ICTUS	20	Collaboration with NGO for investigation & projects on breast cancer. Awareness raising
Spain	Support to local Colleges/Universities	Support and employability to local communities	ALSTOM TALENT ENERGY: Program to recruit engineering students including the staffing of 6 candidates that have finished their engineering studies, from April 21 to Nov 22 + 14 candidates from Dec 21 to March 22. Incl. advertisement campaign & screening interviews	All year	Schools	20	Visibility of Alstom & Employability
Spain	Blood donations	Blood donation	Alstom staff participates in preparing a CITADIS tram for making a blood donation bank. Alstom staff proceed to disassemble handles & passenger seats - 104 people donated	04/09/2021	Hospitals	312	Support health & medical sectors
Spain	Collecting things for charity (food; toys; clothes...)	Clothes collection	Collaboration with "La fundació amiga" for collecting clothes in diferents workshops for 3 months in Winter: 1170 kg	January 2022	La fundació amiga	1170	Supporting vulnerable population
Spain	Collecting things for charity (food; toys; clothes...)	Delivery for several NGOs of Xmas gifts	Donation of remaining Christmas food baskets 21/22 from Alstom to Banco de Alimentos: 487 kg (51 baskets)	January 2022	Various NGOs	487	Supporting vulnerable population
Spain	Raising money for charity	Through health activity, collaboration with the largest foods campaign for disadvantaged people. Alstom employees ran 5, 10 or 20 km & total length is converted into EUR for food given to Banco de Alimentos	5th Virtual Corporate Race in favour of La Palma (Bank of food) - 65 runners = 1298 EUR donated = 1298 kg of food	December 2021	La Palma (Food Bank)	1298	Supporting vulnerable population
Spain	Collecting things for charity (food; toys; clothes...)	Need for social contribution to deprived local community	Toys donation campaign 21/22 for Xmas in favour of Red Cross. 137 packs of toys or 4030 EUR (Half payed by employees, half payed by Alstom)	December 2021	Red Cross	137	Supporting vulnerable population
Spain	Helping disadvantaged individuals	Toys Campaign - Koopera Caritas	Campaign that recycle toys & create new ones for sale in stores associated to Caritas. People involved in recycling process are vulnerable people. 43 kg recycled	24/11/2022	Caritas	43	Supporting vulnerable population
Spain	Promoting key topics (e.g. diversity; human rights; STEM)	CEO por la diversidad	CEO por la diversidad	01/07/2022	Fundacion Adecco	13	Promoting diversity
Spain	Helping disadvantaged individuals	Collaboration with ONCE foundation in several fields (mobility among others..)	Fundacion ONCE - Agreement signed to work on the design for all concept (Accesibility) & hire disabled people. Staffing HR meetings+ CVs exchanged	All year	Fundacion ONCE	6	Supporting disabled people
Spain	Nature protection (Tree planting, biodiversity, etc)	"Plastic beings" project supported by the Alstom Foundation 2019	Different actions: 1.- Awareness videos produced on youtube & e-learning for children about "How to become a sustainable & healthy expert" & "How to reduce your environmental footprint & take care of your health" 2.- Reduction of plastic in the different sites by delivering steel bottles	All year	Fundacion Vivo Sano	5966	Environment awareness
Sweden	Helping disadvantaged individuals	Barncancerfonden (Children's cancer fund) - Charity fighting childhood cancer (family support, R&D donations)	Cash Donation	31/03/022	Barncancerfonden/ Children hospitalized	38	Research funding for children with long term illness
Sweden	Support to local Colleges/Universities	Strategic Partner Mälardalen University	Industry-led class in electrical power engineering with Alstom experts serving as lecturers	Fall 2021	Mälardalen University/Students	30	Electrical Power Engineering knowledge
Sweden	Support to local Colleges/Universities	Strategic Partner Royal Institute of Technology (RIT)	Signal engineering class	30/09/2021 - 31/12/2021	RIT / Students	60	Signal Engineering skills
Sweden	Support to local Colleges/Universities	Strategic Partner Royal Institute of Technology (RIT)	Student job / thesis fair	2021	RIT / Students	100	Discover opprtunities to complete degree with thesis project and start career with Alstom
Sweden	Encouraging local start-ups	Sweden Sustaintech Venture Capital Day	Conference speech on electromobility by Head of Traction Innovation	22/03/2022	Industry professionals, policy makers, customers	200	Update on Alstom Innovation priorities and progress regarding green mobility

<u>Country</u>	<u>Initiative</u>	<u>Context</u>	<u>Action</u>	<u>Dates of action (dd/mm/yy)</u>	<u>Who?</u>	<u>How many?</u>	<u>Overall benefits to the beneficiaries</u>
Singapore	Nature protection (Tree planting, biodiversity, etc)	ActiveSG Shoes Donation Drive 2021: Old used sports shoes donated for recycling into materials used for jogging tracks, fitness corners, playgrounds, gym mats & protection paddings	22 pairs of shoes donated as of 31 October	13/9/2021 - 10/10/2021	ActiveSG Shoes	22	Protecting environment through recycling
Singapore	Collecting things for charity (food; toys; clothes...)	Annual Personal Charity collection. Recycle & help needy beneficiaries through The Salvation Army by donating new or pre-loved personal items such as clothing, bags, toys, household items & electronics	Campaign ran from 9 December 2021 to 31 January 2022. 112 items collected as at 31 Jan 2022	9/12/2021 - 31/01/2022	Salvation Army	120	Supporting needy people
Taiwan	Helping disadvantaged individuals	Fruits Wrapping for charity organizations	Alstom collaboration with local NGO by providing 8 volunteers in assisting fruits wrapping for charity organizations (mainly the orphanages). Half-day event	19/11/2021	等家寶寶 (Green Box)	150	Support children from financially deprived families
Taiwan	Collecting things for charity (food; toys; clothes...)	Personal items donation (e.g. clothing, shoes, bag...etc)	From 2021/12/14 ~ 2022/01/14, we ran a personal items donation campaign for the entire Taiwan region. Encouraging overwhelming Alstom staff responses/ support	14/12/2021	Step 30 Organization	260	215 shirts & 45 pairs of shoes collected
Thailand	Collecting things for charity (food; toys; clothes...)	Since 2020, "Sharing Shelves" has been implemented as a signature CSR program to "give" back & "share" with society. Any employee can contribute by dropping off their second hand goods (still in a good condition) at the "Sharing Shelves" at work	Second Chances was closed during Covid outbreak in Klong Toey community, so collection was donated Baan Nokkamin Foundation, which offers assistance to orphans, street children, underprivileged children, the elderly & drug addicts	27/12/2021	Baan Nokkamin Foundation	281	281 items donated to vulnerable people
Tunisia	Support to local schools	To improve quality of services provided to various stakeholders (students, teachers, administrative staff, partners, etc.), ESSECT is committed to the PAQ for the development of the strategic management of universities	As part of Quality Improvement & Strengthening Employability, Innovative Training & University Life, participation with ESSEC Tunis to arrange rooms for students & teachers activities. Distribution of equipment such as printer tables and chairs	07/12/2021	ESSEC Tunis / Students & teachers	2500	Supporting education
Tunisia	Developing individual employability	EBNI project targets the reintegration of youth released from prison in social & economic life. After a training cycle incl. critical thinking & job search techniques, each youth designs a long-term project	Participation in employment day for ex-young prisoners to help them write their CVs, job search & how to present themselves	08/04/2021	FACE Tunisia/EBNI	200	Employability for vulnerable youth
Turkey	Raising money for charity	Support to Cerebral Palsy Children with our steps & donations	Alstom Turkey took part of STEptember (2nd year) to collect donation & take 10,000 steps a day (home, in the park, on the street) to keep healthy & support the treatment of children	Sept. 2021	Türkiye Spastik Çocuklar Vakfı / Cerebral Palsy Türkiye	16	Support education & treatment for children with Cerebral Palsy (Hydrotherapy, physiotherapy, consultancy service, game-based rehabilitation, developmental counselling, etc)
Turkey	Volunteering in support of charities (time + effort)	Pawguards (istanbul street dogs guardians)	Providing necessary food & equipments	Feb. 2022	Street dogs	100	Support to dogs (Feeding, providing medicines & vaccines, special cares, dog houses)
Turkey	Helping disadvantaged individuals	"+BiDown Independent Life and Career Education Program - Train the Trainer" project supported by the Alstom Foundation 2020	Training for youngsters with Down syndrome who already finished formal education & need support to have autonomy & job skills. Objective to create an online education program based on current face to face program & create a trainer training program to reach greater number of beneficiaries	All year	Bidown youngsters through Down Sendromu Derneği	226	Autonomy & additional competences brought to impacted youngsters
UAE	Collecting things for charity (food; toys; clothes...)	Alstom colleagues donated clothes, food, toys during Ramadan 2021	Employees donated boxes of groceries, clothes and toys to share the spirit of giving during Ramadan	28/04/2021	Big Heart Foundation	160	Meals provided for less privileged during Ramadan
UAE	Promoting key topics (e.g. diversity; human rights; STEM)	Alstom volunteered to Rashid Center for Disabled	Handcrafted items manufactured by Alstom employees displayed for sale at "The Rashid Souq". Funds used to support the center's future projects	31/10/2021	Rashid Center for Disabled	200	Support in funding the schools for future projects
UK + I	Developing local supply chain sustainability	Supply Chain Sustainability School - School is free & allows suppliers to access training in 5 different areas: Sustainability, Offsite, BIM, Lean & Management and offers the opportunity to attend training & networking events, gain CPD, complete a self assessment & get a bespoke action plan	Alstom is a paid partner of the school, funding the resources to ensure free access for suppliers. Funding for 21/22 & 22/23. Learning pathways in Modern Slavery & EDI being launched with CSR supplier sessions asap after acquisition. Modern Slavery lunch n learn 9th Feb 2022 for all staff	All year	Suppliers	75	Increase knowledge of sustainability topics
UK + I	Raising money for charity	Alstom UK&I has a match funding process included in its UK&I Charitable Contributions Policy, allowing individuals & teams to apply for Alstom to staggered 'match' fundraising efforts for their chosen charity	Match Funding process reviewed & increased from £10k to £15k to cover 6000 employees. £5,890 matched for 20 applications 2 ad hoc donation Q3	All year	Charities	28	Much needed funds during pandemic

<u>Country</u>	<u>Initiative</u>	<u>Context</u>	<u>Action</u>	<u>Dates of action (dd/mm/yy)</u>	<u>Who?</u>	<u>How many?</u>	<u>Overall benefits to the beneficiaries</u>
UK + I	Support to local schools	Alstom UK&I has an established educational outreach programme in place	73 activities (Assume 80 activities up to year end) completed: Alstom Discovery Day for colleagues' students, Virtual Work Experience, mock Interviews, EES Gold Award Mentoring, updated branding for early talent engagement leaflet	All year	Schools/ Students	7100	Informing & inspiring students to raise their aspirations and promote exciting careers in rail
UK + I	Volunteering in support of charities (time + effort)	Save the Family provides residential accommodation & support to homeless families (or at risk of becoming homeless) with multiple & complex needs	Volunteering to maintain & restore the site	02/06/2021 30/06/2021	Save the Family	30	Supporting vulnerable people through safe & comfortable site
UK + I	Volunteering in support of charities (time + effort)	Partnership with Railway Children to support work done supporting young people at safeguarding risk identified on the rail networks	3 X teams & 1 Alstom employee used their volunteer day to start the 3 Peaks By Rail fundraising challenge	10/09/2021	Railway Children/Young people	19	Receiving much-needed funds to continue charity work
UK + I	Helping disadvantaged individuals	St Paul's Pantry support individuals & families in crisis by providing emergency food in partnership with local churches	Oct - 112.8 kg of food items collected and donated Dec - 200 kg of food items collected and donated	07/10/2021 17/12/2021	St Paul's Pantry	313	Food donations for people & their families in need
UK + I	Raising money for charity	Rail Benefit Fund (RBF) exists to support Railway people & their families in times of need	Voyager name plates offered to RBF for auction to raise money & offered site tours for bidders	24/10/2021	Railway Benefit Fund	17	Supporting railway people & their families in times of need
UK + I	Collecting things for charity (food; toys; clothes...)	Using the season of giving to raise money & goods for local people in need - Cash for Kids mission is to improve the lives of disadvantaged children. Hope Centre supports families facing poverty	61 presents collected for Mission Christmas for Cash for Kids. 70 kg of food items collected & donated	01/12/2021	Cash for Kids/ Children & families facing poverty	131	Present for children facing poverty at Christmas Food donations for Hope Food Bank
UK + I	Support to local schools	Primary Engineering - The Primary Engineer ® Rail project provides both KS1/P2-3 and KS2/P4-7 teachers & pupils with creative, practical projects using rail engineering as the vehicle.	Supporting 14 primary schools local to Manchester & Stockport by funding teacher training & materials, plus providing engineering support to the classroom	Jan-May 2022	Schools/ Primary students	350	Inspiring the next generation
UK + I	Support to local schools	Dicey Tech (SME) facilitating rail-specific 3D printing hands-on competition challenge for secondary school age students https://diceytech.co.uk/intro2rail-dashboard/	Co-funding (with Avanti & Network Rail) Phase II of the pilot - rolling out to 10 schools across country	Feb-May 2022	Dicey tech/ Secondary students	100	Inspired to consider rail as exciting career choice
UK + I	Volunteering in support of charities (time + effort)	FOREST (Friends Of Renewing East Staffordshire's Trees) is a new project to plant a large number of trees on open spaces across East Staffordshire & help improve local environment	Tree planting days for groups of staff. Creating a COVID memorial garden in the centre of Burton on Trent (clearing weeds & planting bedding plants etc) in March	11/02/2022 25/02/2022 11/03/2022	FOREST/ Environment	1850	Carbon sink, cleaner air, habitat for wildlife, amenity
UK + I	Community project support	Memorial Garden at a local Primary School in need of restoration & refurbishment	Labour provision for initial refurbishment Day 1 of 3	22/03/2022	School/ Local Community	200	Supporting local community
UK + I	Helping disadvantaged individuals	"Providing support to children in crisis" project supported by the Alstom Foundation 2020	Supporting Safeguarding on Transport Programme referring vulnerable young people to British Transport Police for tailored intervention, where appropriate in the North West	All year	Railway Children	300	Tailored intervention for young people at safeguarding risk
Ukraine	Emergency relief (natural disasters)	Ukraine war	Help distribution of medical equipment & medicines	02/02/2022	Aide Medicale & Caritative France Ukraine	1773	Support in war context
USA	Support to local schools	Local Chapter of AWE launched a school supply drive to support local schools in providing needed supplies	Boxes were put out in local areas, communication sent to all employees and prizes donated to encourage participation	August 2021	Hornell Schools	2000	Having needed supplies for low income students
USA	Collecting things for charity (food; toys; clothes...)	Holiday collection -Toys food and coats	Boxes put out around Holiday Time to donate for local Toys For Tots, Coats for Kids and the local food banks	November - December 2021	Toys for Tots, Coats for Kids, Southern Tier Food bank	600	Needed items, Hats & Gloves, Food and Toys for needy children
USA	Raising money for charity	United Way Campaign	Employee Contributions with Company Match	November - December 2021	United Way	1054	Many different programs - each 520 in donations helps 58 people
USA	Site cleaning (Beach, forest, city, etc)	Beach clean up day	29 employees spent four hours cleaning up a local beach	01/09/2021	International Coastal Cleanup	40	Being part of the Global Ocean Trash Clean up initiative-Cleaner beach
USA	Collecting things for charity (food; toys; clothes...)	Back to School Supply Drive providing school supplies to local community assistance organizations	600 school supply items donated to the Maple Grove Elementary School in Warrensburg as well as Grain Valley Assistance Council	August 9-18, 2021	Maple Grove Elementary School	600	School supplies for low income children
France	Nature protection (Tree planting, biodiversity, etc)	Within the framework of the three-year sponsorship of the ONF (national forestry office)	Treeplanting of 4150 beech & oak plants in the Hauts de France Region (Forêt de Guînes)	01/12/2021	ONF	4150	Protection of French forests
France	Support to local Colleges/Universities	Together in Motion Group 4 supporting disadvantaged girls in STO	5 class interventions in College Michelet to present the rail industry and Alstom female professional evolution	04/10/2021 - 08/10/2021	College Michelet students	125	Enlarge professional horizon, employability
France	Support to local Colleges/Universities	Together in Motion Group 4 supporting disadvantaged girls in STO	"Filles, maths, informatique" Day organized to support 75 girls (3ème & 2nde)	23/11/2021	Femmes & Maths/ STO Colleges & Lycées	75	Enlarge professional horizon, employability

<u>Country</u>	<u>Initiative</u>	<u>Context</u>	<u>Action</u>	<u>Dates of action (dd/mm/yy)</u>	<u>Who?</u>	<u>How many?</u>	<u>Overall benefits to the beneficiaries</u>
France	Support to local schools	Implementation of the contract for the supply of 16 Omneo trains for the Marseille-Toulon-Nice line	Design hackathon: Collective creativity event in which 3 regional design colleges took part to understand how to attract local residents & tourists to this mode of transport	01/02/2022-02/02/2022	Yellow Window/Trasndev/ Students from 3 design schools	30	Putting their knowledge into practice
France	Support to local Colleges/Universities	Fighting against school drop-out	Participation in Elles Bougent activities through DARO (Dispositif d'Aide Renforcé à l'Orientation) to help youth without orientation pursue their studies	2021-2022	Elles Bougent/DARO/ Young people	180	Support education
France	Promoting key topics (e.g. diversity; human rights; STEM)	Partnership with Blaise Pascal Foundation to promote & develop Mathematics & IT	Financing 2 associations: 1 "Journée filles, maths et informatique" Day in Lyon, & contribution to develop part of the AI exhibition at the "Maison of Maths & IT" in Lyon	2021-2022	Fondation B. Pascal/ Youth	1000	Education support
France	Support to local schools	Partnership with Ecole des XV association (Aix-en-Provence)	Support to homework & learning through Ecole des XV association. Activities such as rugby & school learning	2021-2022	Ecole des XV Association/ Students	35	Education support
France	Support to local Colleges/Universities	Presentation of Alstom to engineering students	40 engineering students welcomed to Alstom premises in the last year of studies in local area (ECAM, CPE, INSA Lyon, ECL...): Alstom presentation, Epsilon visit, exchanges with managers (activities, missions, internship opportunities, HR interviews)	2021-2022	Various entities/ Students	40	Employability
France	Promoting key topics (e.g. diversity; human rights; STEM)	Alliance & territory working group	Monthly 1,5 hour working group on the theme of diversity (especially disability). Participants: Disability Referents from 10 companies in the Rhone employment area	04/2021 to 03/2022	Alliance & Territoire/ Working group members	10	Disability Awareness
France	Collecting things for charity (food; toys; clothes...)	Donation to disability association	Donation to disability non profit organisations ("Restos du cœur")	April 2021	"Restos du Cœur"/ Disabled people	50	Material support
France	Support to local Colleges/Universities	Agreement with INSA Hauts-de-France, university of Valenciennes to develop a strong partnership	Recruitment of apprentices, trainees, site visits	All year	INSA/ Young students	10	Employability
France	Collecting things for charity (food; toys; clothes...)	Develop solidarity	Xmas celebration: Massive toy drive for underprivileged children, distribution of chocolates for all employees, ugly sweater contest	December 2021	Secours Populaire	300	Donation for christmas
France	Helping disadvantaged individuals	As part GPE& MF19 projects commitments, we have to hire candidates from CSR	Alstom VPF works with several actors from social world to find and hire disadvantaged people	All year	Social entities/ Disabled people	25	Employability
France	Promoting key topics (e.g. diversity; human rights; STEM)	Elles Bougent Association: Make the industrial environment attractive	Day exchanges / presentation of the Groups & site / jobs presentation	All year	Elles Bougent/ Young female students	50	Attract young female students to engineering professions
France	Developing individual employability	Work of collaboration with Pole emploi, local mission	Propose internships discovery jobs to job seekers and in trouble	All year	Pole Emploi/ Job seekers	15	Employability
France	Nature protection (Tree planting, biodiversity, etc)	Participation in the safeguard of bees by hosting & sponsoring participatory beekeepers	Participation in the safeguard of bees by hosting & sponsoring participatory beekeepers	All year	Bee stakeholders	11	Environmental support, biodiversity
France	Support to local schools	Partnership with ESIREM, ISAT, IUT du Creusot	Presentation of Alstom to engineering / industrial students	All year	Schools/ Students	75	Attract young talents
France	Blood donations	Blood donation	Blood donation organised on site	November 21	EFS (Etablissement Français du Sang)	90	Support health
France	Collecting things for charity (food; toys; clothes...)	Collecting toys for charity (restos du cœur)	Collection organized on the site	December 21	Restos du Cœur	20	Supporting vulnerable people
France	Promoting key topics (e.g. diversity; human rights; STEM)	Not enough women in the industry & technical studies. Lack of knowledge of industrial activities. Need to attract talents to Alstom	Participation in "IndustriELLES" to promote diversity in the industry & help students know about our activity & jobs	11/06/2021	"Industri'Elles/ Female students	75	Enlarge professional horizon
France	Helping disadvantaged individuals	Sponsorship with ADAPEI 90 through handicap agreement	Sale on-site brioches with the ADAPEI	6 & 7 /10/2021	ADAPEI	492	Financial participation for ADAPEI cultural, sports & civic projects
France	Nature protection (Tree planting, biodiversity, etc)	ADEME partnership for participation in mobility challenge	Organization of activities during 3 days with different partners (SNCF, Le maillon solidaire, Jujus, Blablacar Daily, Optymo, veloxygene 90)	14-22/09/2021	ADEME	16	Access to Mobility/ Environment awareness
France	Support to local Colleges/Universities	Partnership with Lycée Follereau	Manufacturing visit	28/09/2021	Lycée Follereau/ Students	27	Alstom Tour : Discovery of the industrial world, jobs and projects in progress
France	Developing individual employability	Montbeliard job dating	Source candidates and promote Alstom	16/11/2021	Job seekers & other candidates	600	Recruitment

<u>Country</u>	<u>Initiative</u>	<u>Context</u>	<u>Action</u>	<u>Dates of action (dd/mm/yy)</u>	<u>Who?</u>	<u>How many?</u>	<u>Overall benefits to the beneficiaries</u>
France	Developing individual employability	Partnership with Foundation CGénial - Developing links between Industry and Schools	2 ways to collaborate : 1 "Professeurs en entreprise" / 2 "Ingénieurs & techniciens dans les classes"	All year	CGénial/ Teachers & students	70	Relationship & network with local schools, universities, sourcing of apprentices
France	Developing individual employability	National Partnership	National Partnership with NQT to help youth with a high degree level, living in sensitive areas, to find a job	All year	NQT/ Students	22	Help on finding 1st job
France	Promoting key topics (e.g. diversity; human rights; STEM)	Not enough women in the industry, not enough girls in technical studies. Lack of knowledge of industrial activities + need to attract talents	Supporting Elles Bougent association in Alsace (the local delegate works for Alstom) to promote diversity in the industry + Alstom employees on Alsace Tech recruitment fair - stand Elles Bougent	20/10/2021	Elles Bougent/ Students	30	Make girls aware they can choose technical studies
France	Support to local Colleges/Universities	"Eco-colleges de Seine St Denis" project supported by the Alstom Foundation 2019	Introduce educational policy around sustainable development in several colleges	All year	Saint St Denis/ Colleges	4000	Education & environment awareness
Italy	Support to local Colleges/Universities	Collaboration with Politecnico di Milano for the "Mobility Engineering" course	Alstom involved in the definition of the course contents, in teaching activities, in developing degree thesis. Several scholarships activated each year (8 this year)	All year	Milano Politecnico/ Students	129	Support to education for 80 students attending this second year
Italy	Support to local Colleges/Universities	Creation of Master in "Railways Mobility Industry: Train 4 me" in collaboration with the University of Torino (Politecnico)	"Railways Mobility Industry: Train 4 me" is a 2 years master for young engineers. It gives specific skills in sustainability & eco-design, with a global vision on the production & designing processes. Alstom involved in the selection of the participants, Alstom experts give lessons for a total amount of 250 h. Alstom to hire students at the end of the program	Until May 2021	Torino Politecnico/ Students	18	Supporting education
Italy	Support to local Colleges/Universities	Sponsor to the "Master in Engineering of Infrastructure of the railway systems" organised by FS Group & La Sapienza University in Roma	Alstom involved in the selection of participants. Some lessons given by Alstom experts (10 hours) & provided an Alstom internship	October 2020 - October 2021	Roma University/ Students	35	Support to education
Italy	Collecting things for charity (food; toys; clothes...)	Alstom canteens waste some food every day. Action against food waste & hunger	Started in Bologna in 2015: Employees raised 4 kEUR for buying a chiller & food excess donated every day to the "Banco Alimentare Foundation". In 2016, action extended to other Italian sites: Savigliano (food donated to "Associazione Papa Giovanni XXIII" & Sesto (food donated to "Citycibo")	01/04/2021	Banco Alimentare Foundation & Association Papa Giovanni XXIII	2444	Help needy population. Fight against food waste & hunger
Italy	Promoting key topics (e.g. diversity; human rights; STEM)	Collaboration with Donna Stem Association	STEM is composed by companies based in Piedmont to promote female professionals in the industry, carry out positive actions to encourage cultural transformation in company & country system, and to share good practices	All year	Donna Stem	4	Support Education and promote STEM
Italy	Community project support	Collection of plastic caps in collaboration with the NGO Casa do Menor	Social Team in collaboration with NGO "Casa do menor" promotes the collection of plastic caps. Amount coming from the selling of collected caps used to support projects promoted by NGO & help children living in streets in Brazil	01/04/2021	Casa do Menor	49	Support local communities
Italy	Nature protection (Tree planting, biodiversity, etc)	Biodiversity Day in collaboration with ESSERE ANIMALI NGO & project "MENOPERPIU"	Dedicated survey & webinar organised to involve all Alstom employees & raise awareness on nutrition & safeguard biodiversity (eat seasonal fruits and vegetables, reduce meat consumption, prefer zero km products)	22/5/2021 & 28/05/2021	Essere Animale	38	Promoting nutrition respecting environment & biodiversity
Italy	Nature protection (Tree planting, biodiversity, etc)	ESOSPORT RUN - Recycling campaign	Alstom employees invited to collect old running shoes to recycle them. ESO company collected the material, transforming it in material to be used for the construction of children's playgrounds & athletics tracks	June 2021	Esosport Run/ Children & runners	138	Supporting environment through recycling
Italy	Collecting things for charity (food; toys; clothes...)	Charity drive in order to be near to disadvantaged people in collaboration with CARITAS INTERPARROCCHIALE	Clothes donated by Alstom employees to CARITAS INTERPARROCCHIALE to support families in need	07/06/2021 - 25/06/2021	Caritas Interparrocchiale	180	Support local communities
Italy	Raising money for charity	Roma Marathon in collaboration with AIRC	Roma Marathon to collect money for AIRC. Crowdfunding campaign launched to involve all Alstom employees	19/09/2021	AIRC	76	Promote health & wellbeing - Supporting research against cancer

<u>Country</u>	<u>Initiative</u>	<u>Context</u>	<u>Action</u>	<u>Dates of action</u> <u>(dd/mm/yy)</u>	<u>Who?</u>	<u>How many?</u>	<u>Overall benefits to the beneficiaries</u>
Italy	Support to local Colleges/Universities	Bologna University (Engineering of Infrastructures), FS Group, Alstom & other companies created the "School of High Education in Engineering of the Systems for the Integrated Mobility" to become an expert in the smart & digital mobility and in the railway infrastructure	5th edition of this Summer School lasted 125 hours of lessons. Alstom involved in the selection of participants, 40 hours of lessons & offered a visit to Savigliano site	December 2021- January 2022	Bologna University (Department of Engineering of the Infrastructures)	25	Supporting education
Italy	Helping disadvantaged individuals	Donation of N95 & surgical masks	Alstom donated masks to NGO IRC to be used in their women & girls' safe space	February 2022	International Rescue Committee	500	Supporting people in difficulties
Italy	Helping disadvantaged individuals	"Mentors make a difference" project supported by the Alstom Foundation 2020	Program to promote skills development, employability for refugee youth and thereby integration in local communities through launching a bespoke volunteering mentoring scheme.	Working Day	International Rescue Committee UK	37	Integration, skills, jobs, cultures, relationship & mutual knowledge between forced migrants & local community
Vietnam	Helping disadvantaged individuals	Purchase calendars for new year from Coup de Pouce who then uses the revenue to help disadvantaged individuals/ families	150 calendars bought to: 1/ Distribute food & packages for sponsored families (hygiene & protein) 2/ Create study grants awarded to young baccalaureate holders from an orphanage & families to continue studies in good conditions 3/ Meal, special food package & circus show for sponsored families 4/ Improve habitat	15/12/2021	Coup de Pouce	103	Revenues from the calendars used to support individuals/families in need
China	Helping disadvantaged individuals	Challenged Accepted with World Vision	Challenge organized to promote Alstom Values linked to donations to NGOs	2021	World Vision	202	