

THE IMPACT OF ALSTOM IN ITALY

2023/2024 Report



ALSTOM
mobility by nature

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FOREWORD



Olivier BABOULET
EY Partner, Sustainable
Performance & Transformation

For more than 160 years, Alstom has accompanied Italy in the modernization and development of its transportation network. Alstom's action is not limited to this aspect alone. It ensures the sustainability of mobility, and positively impacts the daily life of the population through the solutions it offers, but also through its social and community commitments.

The study conducted by Ernst & Young (EY) focuses on the impact of Alstom in Italy and is based on the identification, computation and evaluation of more than 60 CSR-related KPIs connected to Alstom's CSR strategy pillars. Selected KPIs include a socio-economic analysis using a multi-regional input-output model, enabling the quantification of Alstom's contribution to Italian's development in terms of jobs and value creation. Those socio-economic indicators rely on a state-of-the-art methodology involving Alstom data and the use of external databases (EORA).

This approach enables Alstom to better assess and communicate its impact on stakeholders. It also demonstrates and strengthens Alstom's commitment to making a good influence in the communities in which it operates.



Michele VIALE
Managing Director
Alstom Italy

In 2023, the railway system in Italy was characterised by great dynamism and continued growth, supported by the national recovery and resilience plan that allocated till 2026 €25 billion to our market sector.

In this scenario, Alstom is positioned as a strategic partner for the progress and sustainable development of rail transport in the country, with a strong impact on employment and the economy. With solid roots in Italy's industrial history, Alstom can count on a long track record of collaboration with local institutions and customers, and has always been committed to providing cutting-edge technologies and quality services to support the modernisation, competitiveness and efficiency of the Italian railway system.

The great challenge of the future will be to create an increasingly sustainable and digital mobility. In this scenario, Alstom will be able to play a strategic role in Italy by boosting the development of projects having hydrogen technology, battery technology and digital systems at the heart, resulting in a concrete and tangible revolution.

We are proud to relevantly contribute to the ongoing Italian railway scene transformation, and we will strive to make more and more, continuing to promote progress towards a more efficient, safe and sustainable future.



METHODODOLOGY

Scope of the study

The purpose of this impact report is to demonstrate in a concrete and tangible way Alstom's impact in Italy and to communicate its commitment to its various stakeholders on environmental, social, societal and economic issues. The numbers and statistics given are for the fiscal year 2023/24.

Socio-economic and enviromental footprint

The model used by EY to represent the socio-economic rippling effect within a given territory is based on the work of economist Wassily Leontief, who earned the Nobel Prize in Economics in 1973. This research is centered on the use of symmetric input-output tables to simulate the interdependence of all sectors of an economy. Moreover, since the model is linear, any economy of scale is ignored.

By combining this modelling of the economy along with the employment intensity of each sector, it was possible to determine the indirect and induced socio-economic benefits. Those results are being derived from all Alstom's activities worldwide and all global procurement. They are displayed at a country-level but reflect the global supply chain of Alstom along with the goods and services exchange made between economic actors of all the countries in the world. Information related to Alstom Italy's environmental footprint results from Alstom's own estimations and communications.

1 Direct effects

The contribution of the activity/entity itself to the entire economy (e.g. in terms of the number of employees working for Alstom).

2 Indirect effects

To "produce" direct effects, a company needs to acquire goods and services (e.g. scrap metal, electricity, technical analysis services etc.) from suppliers. Those suppliers increase their production and hire additional staff in order to meet the demand of Alstom, thus generating indirect effects on jobs.

Suppliers themselves cooperate with additional firms (their suppliers), creating a second-rank effect that is also part of the indirect effects generated by the company. The model adds up first-, second-, third-rank effects and so on, all along the supply chain.

3 Induced effects

Induced effects are the results of increased household expenses caused by the labour income of direct and indirect jobs. The induced effects are generated by employees spending within the business' supply chain. Employee spending generates more demand in the economy, which leads to more production and, in turn, more profits, value-added (GDP contribution), employment, taxes, and so on.

The impact of Alstom in Italy

Highlights

Fiscal Year 2023/2024

9

SITES

2

CENTRES
OF EXCELLENCE

39

DEPOTS

1.019B€

SUPPORTED GDP
(indirect+induced)

1,517

ITALIAN SUPPLIERS
FOR GOODS AND SERVICES

4,084

EMPLOYEES

CONTRIBUTION TO EMPLOYMENT

14,087

JOBS SUPPORTED

100%

RENEWABLE
ELECTRICITY

96%

ECO-DESIGNED NEWLY-DEVELOPED
SOLUTIONS

>96,400

TRAINING HOURS COMPLETED

18%

WOMEN

82%

MEN

22%

MEP* WOMEN

*Manager, Engineering and Professional

1,346,151€

GRANTED FOR COMMUNITY
INITIATIVES IN ITALY SINCE 2019

46,833

PEOPLE BENEFITED
BY COMMUNITY INITIATIVES
IN ITALY SINCE 2019

>18,000

VOLUNTEERING HOURS
DEDICATED SINCE 2019

ALSTOM AT A GLANCE

Alstom Group

Alstom in Italy

ALSTOM GROUP

So as to lead societies to a low carbon future, Alstom develops and markets mobility solutions that provide the sustainable foundations for the future of transportation.

Alstom's product portfolio ranges from high-speed trains, metros, monorails, trams, to turnkey systems, services, infrastructure, signalling and digital mobility.

Alstom has 150,000 vehicles in commercial service worldwide. With Bombardier Transportation joining Alstom on January 29, 2021, the enlarged Group's combined proforma revenue amounts to **€17,6 billion** for the 12-month period ended March 31, 2024. Headquartered in France, Alstom is now present in 63 countries and employs more than 80,000 people.



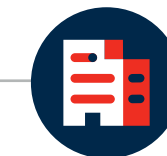
>150,000
vehicles in commercial service



>250
sites in 64 countries



>84,700
employees worldwide



300
cities' partners



>23,900
engineers



>9,800
granted patents



ALSTOM IN ITALY

We support the transition to more sustainable transport systems around the world.
How? By delivering inclusive, safe and efficient mobility solutions, promoting a social and responsible economic model.

Deeply rooted in the Italian railway tradition, Alstom in Italy has been manufacturing trains for 160 years, signalling equipment for 90 years and traction systems for 60 years. Today, with 9 sites in Italy and more than 4,000 employees, Alstom is a strong local employer recognized as one of the leaders on the Italian market.

Despite being an international and large renown company, Alstom's presence and impact in Italy has a regional scope and is grounded upon a very local network of sites and relationships with suppliers and employees. Alstom in Italy has two global competence centres: one in high-speed trains and in regional single-decker trains, based in Savigliano; and one in railway signalling equipment and systems, based in Bologna.

Alstom presence in Italy



4,084
employees



2
centres of
excellence



9
sites



39
depots

Valmadrera
Manufacturing
- Infrastructure

Savigliano
Excellence centre
for regional and
high-speed trains
- Rolling stock
- Services

Vado Ligure
Manufacturing
- Rolling stock
- Services

Firenze
Electromechanical
signalling
products
- Signalling

Roma
Commercial office
- Systems and
Infrastructure
- Signalling
- HQ

LEGENDA

Centres of excellence

Sites

Depots

Sesto San Giovanni
Manufacturing
Maintenance
- Components
- Services

Bologna
Excellence centre
for signalling,
computerised
interlocking, traffic
supervision subsystems
- Signalling
- Services

Bari
Research centre for
railway signalling
systems
- Signalling

Nola
Maintenance centre
for NTV Fleet
- Services

Our certifications

All our sites are certified with ISO 9001, ISO 14001, ISO 45001, ISO 37001 and had obtained the ECOVADIS evaluation and CSR LABEL according to ISO 26000 guidelines. In October 2023 we obtained the certification ISO 30415. In addition, specific certifications are in place, such as ISO 22163/IRIS for Vado Ligure, Sesto San Giovanni and Savigliano sites, ISO 30145 for Vado Ligure, Savigliano, Valmadrera, Firenze, Roma, Bologna, Bari sites, CMMI for Firenze, Roma, Bologna, Bari sites and ISO 50001 for Savigliano, already obtained for the Nola site.

Key figures

- ▶ **500 Avelia™ high-speed trains** (better known as Pendolino) built in Italy and sold in 13 countries
- ▶ **600 regional trains** for public and private operators
- ▶ **250 Traxx Universal™** for the Italian market
- ▶ **Level 2 ERTMS** for **300km** of Italian high-speed lines, the first in Europe equipped with the new interoperable standard
- ▶ System for **management and control** of **6** lines and **64** stations through the **Bologna Node signalling**, **5** lines and **40** stations through the **Roma Node signalling** integrated Interlocking and the related Control Centre System
- ▶ Almost **900 trains** in **maintenance service**
- ▶ **21 Interlocking wayside signalling systems** in service for managing railways stations and lines (total technology rooms: **91**)
- ▶ More than **250 signalling on-board system** installed on vehicles



Our 2025 target



Environmental

3
sites with photovoltaic panels
(Nola, Savigliano and Vado Ligure)*

-40% CO₂
emissions from operations
(scope 1&2)



People

25
hours of training
per employee per year

1,8%
total recordable
injury rate (TRIR)

1
Certification
Italy Best Employers

25%
of women in MEP**



Local

100%
suppliers on CSR and Ethic
& Compliance standards



Social

>8,000
beneficiaries per year

Corporate Social
Responsability LABEL

*Nola site already equipped with photovoltaic panels
**Manager, Engineering and Professional



1
Making mobility safer,
smarter & more sustainable

2
Building a local
industrial ecosystem

3
Care for growing of our people

4
Community engagement

ALSTOM'S IMPACT IN ITALY

1 MAKING MOBILITY SAFER, SMARTER & MORE SUSTAINABLE

We want to play our part in shaping a net-zero future for transport by decarbonising our operations, accelerating the shift towards sustainable mobility solutions for all, and placing energy-efficient electrical rail solutions at the heart of our portfolio.

Decreasing the mobility carbon footprint of Italy

Alstom plays a key role in sustainable transportation. According to the European Environment Agency, rail is currently the cleanest and most energy-efficient transport mode for medium and long distance trips and will remain the backbone of mobility in a sustainable world. Alstom's commitment to eco-design through its dedicated team is centered on minimizing the environmental footprint of its solutions throughout their lifecycle. This is why Alstom aims at a 35% reduction in indirect emissions from use of sold products per ton-km vs FY 2021/2022 by 2030. This approach is applied to Alstom's products with a target of 100% of all new products by 2025.

Our target

2025



100% of newly
developed
eco-designed
solutions



+2 sites with
photovoltaic
panels



100% electricity
supply from
renewable
sources

2030



40% reduction in direct
and indirect (scope 1 & 2)
CO₂ emissions from
Alstom sites

2050

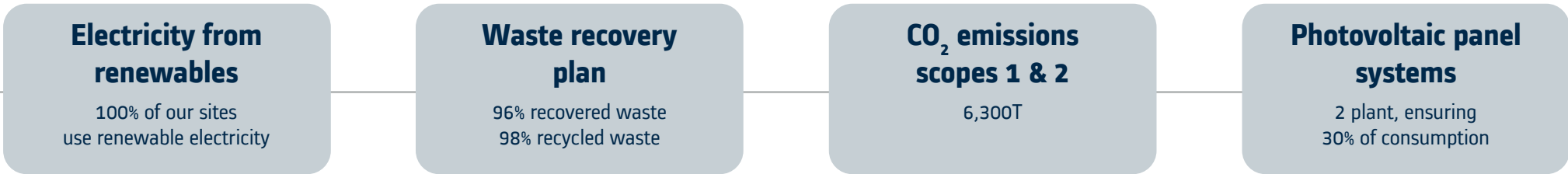


net-zero carbon
in value chain

Decreasing Alstom's operational environmental footprint

Understanding the importance of reducing the environmental impact of its operations, Alstom strives to make more sustainable choices every day, from energy sources to transportation and recycling. This desire for operational and environmental excellence led Alstom to set ambitious targets towards ensuring cleaner operations.

Our current level



Alstom's eco-design policy

Alstom's eco-design policy is a transversal approach considering the entire product lifecycle. It is build upon the following 5 pillars:

96%
of product recyclability rate
for regional trains designed
and built by Alstom Italy



Environmental



Reduction of emissions
into the air



Management of
the dismantling process and
disposal at the end of life



Use of safe, ecological,
recyclable and
recycled materials



Noise reduction

Some of our actions to meet our ambition

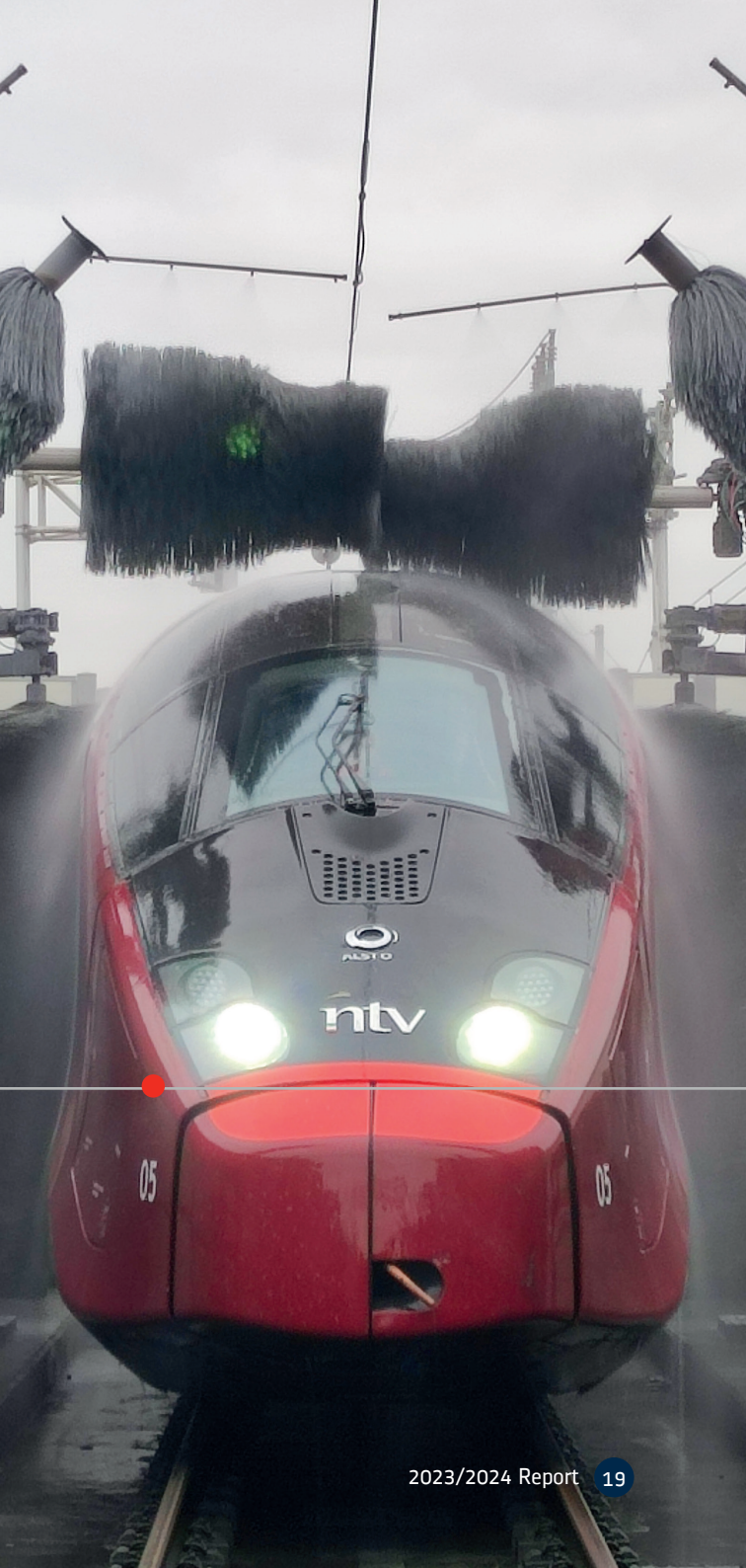
Alstom is putting all its effort in reducing the environmental impact of its operations and target actions to be implemented on its Italian sites.

- Building insulation, monitoring of temperature, remote regulation & heat pumps on Savigliano site will shift emissions from use of natural gas from 2,741T for fiscal year 2021/2022 to 1,500T for 2025/2026
- LED installation, implementation and improvement of light control systems for Vado Ligure and Bologna sites. Photovoltaic panels on Savigliano and Vado Ligure sites will shift emissions use of gas
- In 2025/2026, 50% of company cars on three sites will be electric, shifting emissions from gasoline use from 302T for 2021/2022 to 195T for 2025/2026

Did you know? Water recycling process at Nola site

On the Nola site, water is used for essential services and customer train services. In fact, 35 to 40% of the 10,000m³ of water consumed each month is dedicated to train washing, filling toilet tanks, sanitization of train tanks, industrial inside trains cleaning and descaling pipelines. To improve its water management, Nola site aims at doubling the amount of recycled water used by 2024. Such increase in the amount of recovered water to be used in the pre-wash phases could allow to wash 5 instead of 8 trains.

The Nola site has also improved its leak detection campaign, allowing a 2,500m³ reduction in water consumption 2022.





Electrifying diesel train fleets to decarbonize transportation

Alstom is committed to renewing Italy's fleet of diesel trains. That is why Alstom Italy is committed to converting them into electric trains, in particular with projects for Trenitalia, FerrovieNordMilano and Strutture Trasporti Alto Adige. However, in some cases the electrification of diesel trains is not possible due to the geographical area, the necessary infrastructure or the cost of the project. This is why Alstom is committed to developing its portfolio of hydrogen solutions.

Alstom is defining the future of mobility by introducing the first hydrogen train in Italy

Alstom Italy has used the experience of the Coradia iLint™ to apply hydrogen traction technology to the Coradia Stream™ electric train, of which more than 150 have already been produced in Italy alone.

The hydrogen-powered Coradia Stream H™ train is Alstom Italy's project that marks the beginning of a new era in Italian passenger rail transport.

The train is intended for commercial service in Valcamonica along the non-electrified Brescia-Iseo-Edolo line of FerrovieNordMilano, operated by Trenord, as part of the H2iseO project, and meets the European target of reducing CO₂ emissions by 100% by 2050. It is the first train with zero direct CO₂ emissions for Italy equipped with hydrogen fuel cells, with a capacity of 260 seats and an autonomy of over 600 km.

The Coradia Stream H™ ensures the same high standards of comfort and quietness as other electric models and guarantees the same operating performance as diesel trains.

The train consists of an intermediate car called the "Power Car" in which the heart of the hydrogen technology, the main source of energy, resides. Energy is provided by combining hydrogen (stored in tanks) with oxygen from the outside air. The train was created and produced at Alstom's sites in Italy: the Savigliano site for development, certification, production and testing, the Vado Ligure site for the "Power Car", the Sesto San Giovanni site for components, and the Bologna site for the development of the signalling system.

Developing and modernizing Italy's network

The development of the rail network is a priority for Italy as it is an important part of the country's economic development plans. Alstom plays an important role in the modernization efforts undertaken by the Italian rail operators such as Trenitalia, Nuovo Trasporti Viaggiatori e FerrovieNordMilano, as the producer and supplier of modern and reliable railway equipment but also as the provider of innovative rail solutions and services.

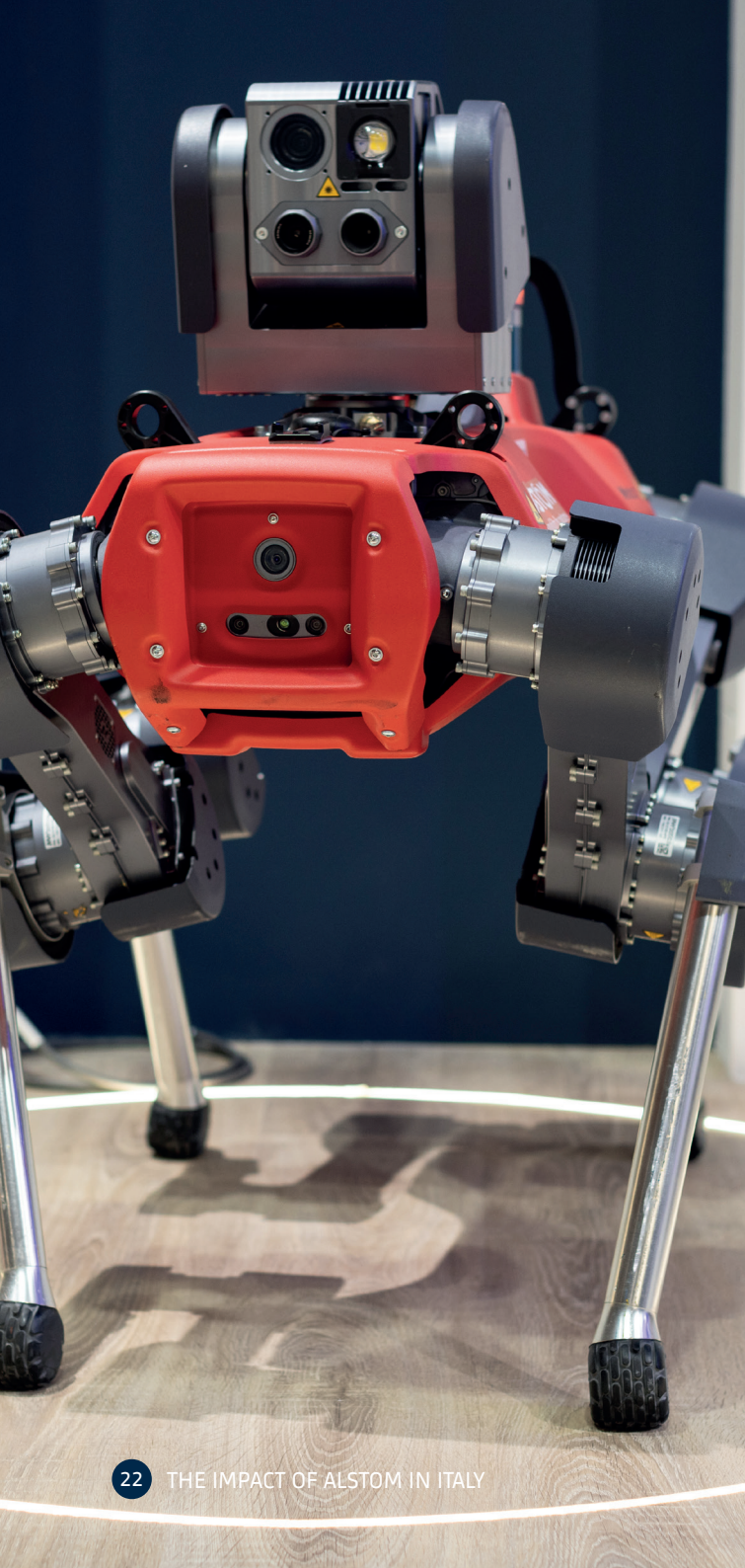
Paolo Belforte, COO Italo-NTV

Italo and Alstom have been working together since 2007 to grow a cutting-edge and sustainable high-speed train fleet, thriving in a highly competitive market. In 2023, Italo supported Italy's modal shift by transporting 25 million of intermodal passengers. Alstom plays a key role in this development as it provides train sets and ensures the global service maintenance for Italo. Together, Alstom and Italo are pursuing their success story by increasingly monitoring and improving their environmental impact and seizing upcoming opportunities.

Marco Caposciutti, CEO Trenitalia France and former Trenitalia Technical Director

For over 30 years, Alstom has been an excellent partner, not only for its products and services, but also for its focus on satisfying customer needs. The continuous development of the Coradia Stream™ (POP) reflects this commitment, improving safety and eco-design based on our feedback. Looking ahead, we are confident in our continued collaboration to tackle upcoming challenges like the massive implementation of the ERTMS signalling system and fleet maintenance infrastructure expansion.





Alstom Italy promotes an innovation-driven value creation culture

From breakthrough ideas from all employees to reality...

The Collaborative Innovation Program allows all Alstom employees, regardless of their function, site or hierarchic level, to bright innovative ideas. The program provides the opportunity to turn ideas in real projects and value for the company, giving the intrapreneur all the support needed.

In Italy more than 100 ideas were presented in last 2 years.

...and to creativity reward!

The Sesto San Giovanni, Nola and Savigliano sites won the I Nove You™ innovation award for the developing of a solution based on artificial intelligence and robotics to guarantee flawless, continuous and complete maintenance, improving ergonomics and facilitating the process for Alstom technicians.

50%
reduction of human
visual inspections
for the most
frequent tasks

Up to **15%**
reduction in spare
parts consumption

Control Room and Virtual Remote signalling DMI: an Alstom innovation

The Virtual Remote signalling DMI or Virtual Remote Driver Desk aims at supporting drivers during depannage operations by ensuring a connection to on board signalling system and thus reducing the time needed for depannage operation. Related benefits:

- ▶ Reduction of about **70%** of the supporting time in solving problems
- ▶ Monitoring vehicles performances in **real-time**
- ▶ Increase **the availability of the train** by reducing troubleshooting time or driver error

The cybersecurity excellence team at Alstom Italy

Alstom Italy hosts a European team dedicated to cybersecurity in the railway sector. The team is distributed across 6 sites and manages cybersecurity efforts on signalling and rolling stock solutions, executing projects with cybersecurity features and developing new business in the region.

The impact of mobility solutions for Italian citizens

Like many commuters around the globe, Italians share similar concerns when it comes to traffic congestion and rising transport costs. The rail mobility solutions and services provided by Alstom have a tremendous impact on the citizens' quality of life providing a comfortable and safe alternative to road transport for millions of and transforming the way people move around the country.

A focus on the Turin's metro project

In 2022, Alstom won a turnkey contract to supply its latest generation of fully driverless train-to-train Communications-Based Train Control (CBTC) system for Line 1 of Turin Metro along with new Metropolis trains.

Alstom will oversee the development, delivery, installation, testing and commissioning of its solution to replace the current signalling system both on the existing line and aboard the trains of Line 1 along the newly built extension. Alstom's innovative CBTC solution will allow higher capacity on all lines. Metros will also be equipped with dedicated areas for people with reduced mobility and an integrated video protection system will contribute to the safety of passengers on board. The new Metropolis™ trains will have a total capacity of 320 passengers, who will benefit from greater comfort, as well as improved accessibility and passenger flow thanks to the presence of walkthrough gangways between carriages. Passenger information will be enhanced by multimedia displays and screens.

Innovation serving citizens' mobility: signalling projects

In Italy, Alstom is engaged in the modernization the Italian network notably through the ERTMS (European Railway Traffic Management System) for low-density lines. This project will lead to an up to 40% increased capacity through a reduced headway between trains.

From 2022, Alstom is contributing to ERTMS Level 2 deployment in Italy with Rete Ferroviaria Italiana (RFI) to design, deliver and commission an ERTMS Level 2 system on 27 lines in the regions of Sardegna, Molise, Puglia, Umbria, Lazio, and Campania. The system proposed by Alstom meets the technical specifications for interoperability required by the European Union and the CENELEC standards for railway safety, guaranteeing the highest safety standards.



2 BUILDING A LOCAL INDUSTRIAL ECOSYSTEM

Contributing to the Italian economy

Across all its activities, Alstom is committed to enhancing the local and industrial ecosystem by developing local talent and capabilities, including all those who take part in company life in this approach, such as suppliers and contractors.

The approach is one of growing together with everyone, in which Alstom leads the way through its values and mission, in every aspect of corporate life, thus contributing significantly to the growth of the industry and, therefore, positively impacting the Italian economy. Alstom has contributed significantly to employment in Italy with the creation of 14,087 direct, indirect and induced jobs in 2023/2024.

Alstom Group has purchased goods and services worth 829 million euro from more than 1,517 suppliers in Italy.

Alstom Italy purchased goods and services worth 664 million euro from 1,454 suppliers in Italy.

829M€
goods and services purchased
by Alstom in Italy

1,517
Italian
suppliers

64% suppliers based in Italy out of a total
of **2,265** suppliers of Alstom Italy



Contribution to employment
14,087 jobs supported



3,695
direct jobs
(full-time
equivalent)



8,414
indirect jobs



1,978
induced jobs

**Alstom Italy is committed
to fostering sustainable
relationships with its suppliers**

Contributing to the Italian economy implies sustaining strong relationships with suppliers throughout the supply chain. Indeed, Alstom has designed a **sustainable procurement policy**, focusing on ethics, economics, social and environmental dimension. As part of this policy, Alstom Italy requires that its suppliers and contractors comply with the **Ethics and Sustainable Development Charter** signing its **EHS requirements** and **hazardous substances regulation commitment**. Finally, Alstom conducts a yearly supplier and contractors CSR risk analysis mapping enabling to assess in priority suppliers and contractors.

Contribution to GDP
(indirect+induced)
1.019B€



830M€
Indirect GDP
contribution



189M€
Induced GDP
contribution

**A focus on Innovation agreements
(Ministry of Enterprise and Made in Italy)**

The “New eco-sustainable train platform for the benefit of European railway interoperability” project aims to create an innovative and modular electric train platform that can respond to the fragmentation of local and intercity rail networks throughout Europe. This involves designing several subsystems from scratch, including multi-signalling and multi-voltage trains for cross-country travel, modular and reconfigurable trains for use in various services, extended trains for increased passenger capacity, and trains that can travel at speeds of up to 200 km/h. Despite the improvements, environmental performance and operating costs will remain the same as current platforms, with the added benefit of improved rail transport in currently underserved areas.

The contribution Alstom Italy brings to the world

Several foreign **public** and **private** clients rank among Alstom Italy’s clients. The projects sold highlight Alstom’s knowledge and industry and contribute to the Italian’s market influence worldwide. Among those projects, the following are the most important:

- ▶ Ireland: 170+ **new on-board systems and retrofitting** of 300 km of lines, with ERTMS L1 technology
- ▶ Denmark: **Modernization of the railway** network eastern region (600 km of line, 87 stations); Femern Tunnel Connecting Denmark to Germany
- ▶ India: innovative **signalling system** for the line Delhi-Merut suburban line
- ▶ Philippines: **Signalling and TMS system** as part of Turnkey project
- ▶ Upgrades of existing **signalling systems** in Egypt, Algeria, Tanzania, Croatia, Greece, Bulgaria, Turkey
- ▶ Romania: oversee, certify, and monitor the building of **37 regional Coradia™ trains** for the Romanian Railway Reform Authority (ARF).
- ▶ TMS **circulation command and control systems** in Sweden (12,000 km of line, 720 stations), France (lines Nanterre-Mantes-la-Jolie and Paris-Lyon-Marseille), Romania (supervision of the entire Pan-European Corridor IV), Egypt (Beni- Suef-Asyut), Argentina (Buenos Aires Suburban Line), Mexico (Yucatan Railway Line of about 1,500 km)
- ▶ Switzerland: **Production and subsequent upgrade of the ETR610 fleet** with ETRMS Baseline 3, with dynamic transitions at the borders and authorization in Italy, Switzerland, Germany, Austria and Liechtenstein.
- ▶ Poland: develop and build **20 Pendolino high speed trains**, for Polskie Koleje Państwowe or PKP, the Polish national rail operator. The trains run cross-border, between Poland, Austria, Czech Republic and Germany.

Alstom Italy enables local companies to meet the International market

By showcasing the Italian excellence abroad, Alstom Italy serves as a real springboard for its suppliers. Indeed, many Italian local companies working with Alstom Italy become group suppliers for its standards of quality and safety helping them prepare for the expectations of the International market.

Stefano Rinco, Sales Director OMER*

Since 2014, when we began our cooperation with the Savigliano site, Alstom made several investments contributing to the development of OMER on the global market. Today, OMER has professionals specifically dedicated to working with Alstom Global, as it is one of the biggest OMER’s customers. From supplying interiors for the new generations of French suburban trains to co-designing components for the NTV trains, OMER is proud to be a partner of Alstom.

*International supplier in the design and production of highly engineered and innovative railway components for high-speed, regional and metro trains.



Supporting education and facilitating school to work pathway

Alstom Italy’s commitment includes supporting the growth objectives of the country’s industrial base through the transfer of knowledge and new production and engineering skills. For this reason, Alstom is keen to put the experience and time of its personnel and best teams at the service of education, contributing to the study programmes of many universities and schools throughout Italy, participating in courses but also offering internships, apprenticeships, scholarships to institutions, etc.

Alstom Italy partners with educational structures

High and secondary schools

Alstom believes educational cooperation can start at an early stage and thus collaborates with several high schools: Scuola delle Idee Marino Golinelli, ITS Sesto San Giovanni, IT Professionale ELIS in Rome, ITIS Fossano, ITS Maddaloni.

On the other hand, since 2011 Bari site supports the Technical Institute “ITS Cuccovillo” with an educational project including 166 hours of lessons at school (software design, testing & life cycle, ERTMS systems) held by Alstom experts and one internship for a total of 800 hours.

Bachelor and master’s degree

Alstom participates in various degrees by offering courses led by its members.

- ▶ Roma La Sapienza University - Master in Infrastructure and Railway Systems Engineering
- ▶ Torino’s Politecnico – Master II in Railways Mobility Industry: Train4Me
- ▶ Politecnico di Milano - “Mobility Engineering” course.
- ▶ BET (Bologna Empowering Talent): the Municipality of Bologna’s initiative to attract talent and promote employment in local companies.

Pietro Cum,
CEO Elis

Elis and Alstom have been co-creating training programs and corporate immersion opportunities since 2012 to bridge the gap between school and the industry. This partnership allows Alstom to promote social inclusion of young people coming from deprived background while benefiting from highly skilled employees that are a great culture fit. Every year, around 20 ELIS students choose to join Alstom for its qualitative opportunities and to contribute to Alstom’s ambition to stay ahead of the market.



Partnering for growth

Alstom manages complex projects that require solid and reliable relationships, not only for the company’s development, but also for the prosperity and growth of the rail industry and its economic system. Alstom Italy is a member of many trade associations, which enables it to provide experience, market knowledge and make the most of the synergies created with its peers.

Peers in the industry...

The ANIE Federation, one of the largest trade organization of the Confindustria system (the national chamber of commerce) with 1,400 companies in the electrotechnical and electronic sector, is an example of the synergies Alstom Italy creates, serves integrated and synergistic development of the country.



...Peers in the railway sector

- ▶ CIFI: the College of Italian Railway Engineers
- ▶ FerCARGORotabili: Association of Manufacturers, Asset Managers and Maintainers of railway rolling stock in rail freight transport
- ▶ JRC: Joint Research Centre for railway transportation
- ▶ The Piedmontese Railway Museum



Alessandro Spada, President of Assolombarda

Alstom, a long-time member of Assolombarda, significantly boosts innovation and employment through its investments. We collaborate effectively on trade union and labour issues, including the renewal of the supplementary collective labour agreement of 2023, which involved all employees. Alstom also actively supports our projects like “STEAMiamoci”, promoting STEM opportunities for girls.

Other industry trade association:

- ▶ The Hydrogen Italian association: Italian Association of Hydrogen and Fuel Cells
- ▶ The Italian-French Chamber of Commerce
- ▶ The Italian Electrotechnical Committee



SACE and Alstom partner to promote exports and procurement of Italian small and medium enterprises

In April 2022, Alstom and SACE, the Italian Export Credit Agency, signed a partnership agreement to increase Alstom’s exports from Italy and thus strengthen the Group’s ties with the Italian supply chain through guarantees on export credit transactions and business meetings with small and medium-sized enterprises interested in becoming suppliers to the Group.



Antonio Genna, Director Custom Business Solutions SACE Spa

SACE supports Alstom globally and locally in Italy to boost its transactions worldwide, providing visibility as a supplier and allowing for investments in green technologies. In a related manner, Alstom Italy is committed to increase its purchase of goods and services in Italy. Thus, Alstom is an asset for the Italian economy and represents an opportunity for SACE to support ESG investments in green mobility.

Alstom is committed in sharing industrial and economic knowledge to and foster dialogue with youth but also with other companies. It believes to the impact collaborating with others – be they young students or other companies – can have.

H2IT – path towards hydrogen

Alstom Italy is in the vice-presidency of H2IT, the Hydrogen Italian association it has launched the first investments to increase the manufacturing capacity of the sector and is positioning itself strategically in all segments of the value chain.



Stefano Franchi, General Director Federmeccanica

The collaboration with Alstom goes beyond technical areas, evolving into a partnership that pursues objectives of cultural renewal, and enhancing the common commitment to founding values of doing business. In recent years, Alstom Italy has stood out for technological innovation, sustainability and humanistic issues, such as diversity and inclusion, reflecting some of the cardinal principles of our action, thus contributing to the Federation’s activities and the development of the country.

A focus on the IFAB project

Alstom Italy is a member of the IFAB, the International Foundation Big Data and Artificial Intelligence for Human Development, along with many more companies such as Atos, ENI, UnipolSai, between others. This foundation supports frontier scientific research and technological innovation, mostly with focus on artificial intelligence themes.



3 CARE FOR GROWING OF OUR PEOPLE

Providing a safe work environment

At Alstom, the health and safety of our employees is a top priority. Alstom has taken concrete measures such as the Alstom Zero Deviation Plan (AZDP) to prevent accidents in high-risk activities.

The Environment, Health and Safety (EHS) policy is implemented through extensive training for everyone, as well as a zero-tolerance approach to safety violations. Suppliers are also properly trained on safety rules and we enable them to grow with us towards a shared safety culture.

The excellence of Alstom's EHS policy is demonstrated by certification to the ISO 45001 occupational health and safety standard. Our efforts have yielded tangible results.

Alstom Zero Deviation Plan
site audits (AZDP)

87%

Alstom Italy sites covered
as of March 2024

A focus on the EHS Cup, an initiative to reduce accidents

In March 2022, Alstom launched its first Environment, Health and Safety World Cup with the aim of rewarding and recognising EHS approaches that have proven effective in preventing and minimising accidents.

The Savigliano site won the cup, demonstrating Italy's commitment to following an exemplary EHS policy, such as having implemented an 'AME anti-collision system' and a 'Semi-automatic scaffolding' to protect its operators working at height with little room to move, the 'Test Area Access Control' which allows better supervision of the many variables in the buildings, improving people management and safety, and the 'Forklift Fleet I-SITE', an online system to monitor, manage and analyse the forklift fleet.



Total Recordable Injury Rate (TRIR)

This index monitors the frequency of injuries, and other recordable injuries. Target was 1.8 for March 2024, Alstom's Italian sites have performed this objective by bringing it to 1.2 in March 2024.

FY 2023/2024 performance*



1

Severe accident

8

Lost time accident*²



IFR1*³ of

0,9

TRIR*⁴ of

1,2

1,932 EMPLOYEES
received EHS training

18,470 HOURS
of cumulated EHS
trainings



**>1,300 TOTAL
COMPLETIONS**
EHS training

9 HOURS
of EHS training
per employee



Our 2025 target

0

Severe accident

1,2

A lost time Injury
Frequency Rate
(IFR1)

1,8

A total recordable
Injury Rate (TRIR)

100%

Of Italy locations certified
to ISO 45001 Occupational
Health and Safety
management norm

*Alstom Italy performance updated to March 2024

*²Employee lost time incident based on 12 rolling months, Feb 2024 data

*³Employee lost time injury frequency rate based on 12 rolling months, Feb 2024 data

*⁴Employee total recordable injury rate based on 12 rolling months, Feb 2024 data

Helping employees grow

Alstom’s growth depends on its ability to develop its people and the company is committed to helping employees reach their full potential. Alstom Italy employees benefit from a variety of collaborative learning experiences, connection to networks, and access to the “Alstom University” online learning. In Alstom’s highly competitive sector, recruiting and retaining a talented, diverse global workforce and developing the leadership skills are top priorities.

3,579

trained employees
in FY 23/24

27

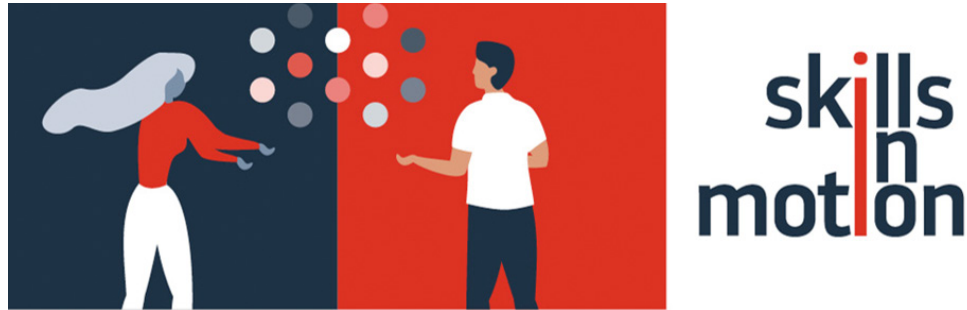
training hours
completed per
person per year

>96,400

training hours
completed

A focus on Alstom University

Alstom University holds under its roof a variety of job-related academies (from Finance to Digital Mobility), adopting a complete and holistic approach towards corporate education, learning & development – leveraging its digital, classroom and blended learning curricula, that cover both technical & soft skills, as well as introducing new innovative VR technologies in its learning process. This corporate university has been recognized for its outstanding achievements and has won several awards, including the “Best unique or innovative learning and development program” (Brandon Hall - Silver - 2022)



The Skills in Motion initiative

The Skills in Motion or SiM project started in 2020 and aims at developing innovative training methods in order to spread 10 specific skills considered critical to anticipate business evolution. Knowledge on topics such as big data machine learning, cybersecurity, eco-design and signalling ERTMS solutions is tackled, between others.



In July 2023, Alstom Italy signed the new supplementary agreement with the corporate coordination of trade unions. This agreement is in effect for 4 years and provides –among other things – increases in Performance Bonuses, health and safety measures, training, welfare, and smartworking.

Claudia CASALE
System Engineer
Alstom Italy



As an engineering enthusiast, engaging in Alstom’s 2nd Level specializing master’s degree in Railways Mobility Industry was the best way to step into the professional world while discovering the many possible careers at Alstom. I started working at the Savigliano manufacturing site as an engineer on the fire protection and catering systems. A year ago, Alstom gave me the opportunity to broaden my horizons and further push my boundaries by allowing me to join the Spanish teams in Barcelona. Besides gaining expertise on 4 different systems, this adventure is a way to develop my soft skills in a different cultural context and develop synergies between both countries. Overall, I am proud to be part of a company that creates a social bond for its users and its employees by building sustainable and efficient products.

Alstom as leader in HR practices

Alstom Italy is one of the 147 Italian companies who got the Top Employer Certification in 2024. The Top Employer Institute is a organism of international certification that evaluates and recognizes excellence in term of HR practices on 6 key areas: steer, shape, attract, develop, engage, unite.

Alstom has been awarded Global Top Employer 2024 status in a total of 15 countries.



Giving our employees the opportunity to grow in their careers is our priority.





Alstom Italy strives to help its employees in creating skill synergies between crucial moments of their lives and their career experience.

Promoting a flexible workplace culture

Since 2022, Alstom has Italy implemented its new smartworking policy allowing its employees to benefit from 9 remote working days a month. With greater flexibility regarding employees' workplace, working hours and leave opportunities, this policy contributes to Alstom's reputation as an employer of choice.

Promoting equal opportunities for all

The **"Mind the glass"** initiative aims at bringing talented women to managerial positions in the business. This plan has been prepared and discussed at Management Committee Italy and is being monitored by Managing Control Italy every 3 months. Managing Directors, HR Directors & Talent Management are incentivized on its implementation from FY 2022/2023.

Alstom monitors employee satisfaction by calculating the "Global Engagement Index"

Ensuring physical and mental well-being

Alstom promotes physical wellbeing notably through sportive events and meetings & webinars on correct diet in collaboration with nutritionists. Moreover, a welfare-flexible benefit platform with a wide range of offerings is available for employees. Programs dedicated to mental health are organized and over 900 employees attended during "Alstom's well-being week".

Supporting employees in their parenting experience

Parenting is perceived as an opportunity for personal & professional growth as it is an irreplaceable exercise of soft skills among the most sought after at work. Through its 2 programs **"The Lifeed Path"** & **"Paths: Parents born, parents growing"**, Alstom aims at helping young parents reflect on the skills they both need for parenting and in their daily work, using multimedia content, open questions, reflections and practical missions.

Green and red ribbons: campaigns to raise awareness on topics at work and at home

Alstom Italy, in line with the Group's values, constantly promotes activities and initiatives aimed at raising awareness of important issues through an informative and creative approach and conveying principles applicable in the private as well as the professional sphere.

Energy saving internal campaign

- **Educational content:** videos, posters, tips
- **Content about Alstom's actions:** "Il Binario Alstom" webinar on Alstom best practices on site and at home
- **Events:** family day/kids in the office with activities and workshops, online training during Expo Ferroviaria 2023 on hydrogen-powered Coradia Stream H™

HAI SPENTO L'INTERRUTTORE?

Spegnere la luce in una stanza sfruttando quella naturale o spegnere un macchinario se non in funzione, può ridurre del 25% il loro consumo.
Basta un clic!

ALSTOM

Energy
Saving
Campaign



Internal campaign against women's violence

- **Educational content:** "Zapatos Rojas" paintings and art exhibition on all sites by Elina Chauvet (2022); "LAUGH! (RIDII!)" art exhibition with dolls representing the women condition of today and yesterday on all sites (2023).
- **Content about Alstom's actions:** "Il Binario Alstom" webinar on Alstom policies and initiatives for gender equity
- **Events:** series of conferences between 2023 and 2024 in all sites together with institutions and associations to provide essential knowledge and tools and to recognise cases of possible violence, intervene and become spokespersons within one's own network.



Creating a diverse and inclusive environment

Alstom Italy aspires to foster an inclusive workplace that values and recognizes diversity. The organization is committed to providing equal opportunities to all its employees. Considering the challenges faced to enter job market, empowering historically disadvantaged individuals, specifically women and the youth is a key driver for the company.

A focus on the D&I policy at Alstom Italy

Alstom Italy thoroughly strives to promote Diversity & Inclusion.

- ▶ The **vision** is supported by the **Board & Executives**. Their mission is to commit managers, act as global ambassadors and sponsor the policy.
- ▶ The **D&I Steering Committee** implements the strategy by developing it, defining global initiatives, ensuring internal and external communication on D&I and evaluating progress on the organization of D&I's goals.
- ▶ The **D&I Champions Network** aims at **promoting, facilitating and supporting** the implementation of the initiatives on business units or at regional level.



*Manager, Engineering and Professional

Our D&I partnerships and trainings

Our Partnerships

- ▶ **Valore D:** promoting an inclusive culture for the growth of organizations
- ▶ **STEM by Women:** Promoting STEM studies or careers among young people through testimonies at schools and promotion on social media
- ▶ **Abilitiamo la Disabilità:** Working on awareness and specific projects related to disability
- ▶ **Women Mentoring:** Pairing women in critical paths with mentors who are members of the Italian Management Committee
- ▶ **Master Lifeed for Parents:** to enhancing the managerial skills developed through parenthood and lowering parenthood-related-biases
- ▶ **PARKS Liberi e Uguali:** non-profit organisation and the first network of companies in Italy promoting diversity and inclusion in the workplace.

Some of our Trainings & Team Activities

- ▶ **Against any discrimination** - Pride Month Campaign Communication to invite population to e-learning modules
- ▶ **Generational Inclusion:** Live training session dedicated to all managers
- ▶ **Overview of the training development processes tools:** Live webinar dedicated to all employees
- ▶ **Training session on Lifeed Path:** dedicated to parents
- ▶ **Managerial Booster:** Training path dedicated to managers to improve their leadership skills
- ▶ **Social Teambuilding** to support new engineering org.



Women's participation in the workforce is a priority for Alstom and we are proud of the results in Italy. As of March 2024, women make up 18% of the employees in Italy of which 22% in MEP positions according Alstom grading.

Marco DE ROSA
Human Resources Director Alstom Italy

4 COMMUNITY ENGAGEMENT

Alstom's commitment to communities is a tangible manifestation of our aspiration to effect positive change in localities and uphold responsible corporate citizenship. This commitment is actualized through various initiatives, including addressing to social needs through organised collections, donations and volunteer efforts. Furthermore, we actively engage in promoting education by fostering partnerships with schools and universities. Our dedication extends to preserving the environment through concrete activities and efforts that include biodiversity and climate. Alstom Italy is dedicated to advancing local development by actively supporting and empowering community projects.

80

Alstom Italian staff
involved since
FY 2016/2017

>18,000

volunteering hours
dedicated since
FY 2019/2020

>80

initiatives
promoted since
FY 2016/2017

963,771€

spent in volunteering
activities since
FY 2019/2020

46,333

people benefited
from volunteering
activities since FY
2019/2020

Employee volunteering

Alstom Italy has pursued several social initiatives, in which our own employees have participated, both during their working time and in their free time.

We continue to look for ways to support Italian organizations focused on:



Health



Social
needs



Education

Dedicated corporate volunteering and charitable activity program

Since 2017 each Social Team member has 5 hours per month to spend during working time in order to promote charitable initiatives, involving colleagues and in collaboration with local NGOs, and charities, no-profit association with the aim to support local community.

Some of the latest initiatives

Alstom Italy runs for charity



Since 2017, Alstom Italy attended several sport events such as Neapolis Marathon, Milano Marathon, Venezia Marathon, Firenze Marathon, Roma Marathon, with dedicated charity programs. In May 2023, 104 employees coming from the main Alstom Italy sites ran for more than 835km in the charity marathon Run4Hope, promoting health and well-being program together with charity activities.

Food kits for Ukraine



In partnership with the NGO Rise Against Hunger, Alstom Italy has organized 3 main events for preparing and packing up food kits in March 2023 involving Roma, Bologna and Bari sites. Thanks to Alstom voluntary contributors, 450 food kits were sent to Ukrainian refugees and 3,672 food kits were sent to Turkey.



Fundraising & employee donations

Alstom Italy regularly supports the fundraising campaigns of AIRC, the Italian Cancer Research Foundation. The most recently organised one raised more than 5,400€ in employee donations.



Donation of excess food from Bologna, Sesto San Giovanni and Savigliano canteens

The action against food waste and hunger started in Bologna in 2015, when 4,000€ were raised for buying a chiller. In this way exceeding food was given daily to Banco Alimentare Foundation. In 2016 this initiative was extended to the other Italian sites with a canteen.

- Savigliano site: **14,713 meals** donated since 2016
- Bologna site: **9,432 meals** donated since 2020
- Sesto San Giovanni site: **2,435 meals** donated since 2019



Plastic free campaign and clean-up program

In July 2019, a plastic free campaign was launched. From September 2021, all new Alstom employees receive a water bottle. In September 2022, a beach cleaning day was organized for the Vado Ligure site. In October 2023, a clean-up day was organised near Nola site, in collaboration with the no-profit association Plastic Free, involving about 50 people (Alstom employees and their families).

The Alstom Foundation

The Alstom Foundation was created in 2007 to share Alstom’s success with disadvantaged communities situated in countries where Alstom is active, thereby enhancing the relationships with such communities whilst encouraging the citizenship and engagement of Alstom’s employees. Working with international and local partners, the Foundation seeks to improve the living conditions of local communities by providing finance for a variety of concrete initiatives which support socio-economic development and sustainability.

Anne-Cecile BARBIER
Alstom Community Investment Director
& Alstom Foundation Secretary General



The Alstom Foundation Board selected in 2023 the project proposed by Pangea Onlus Foundation ‘Supporting the empowerment of Afghan refugee women by fostering their integration into the labour market & education pathways’ to help those Afghan refugee women rebuild a life in Italy through a work based on well-being & job orientation to become independent. This project fully aligns to the Alstom Foundation axis that supports the development of skills and employability for disadvantaged women.

568,830€
granted

by the Alstom Foundation
for initiatives in Italy
since 2016

2.2M€

annual budget of Alstom
Foundation granted to
selected projects

10

selected projects
in Italy since 2016

>4,200
people

benefited from Alstom
Foundation actions in Italy
since 2016

Our 2025 target



AFNOR CSR Label



8,000

beneficiaries from local actions
and Alstom Foundation

Some Alstom Foundation projects



2022

“Women at work: from vulnerability to independence”

Alstom Foundation promotes social reintegration with the INTERSOS project “Women at work: from vulnerability to independence”. The project relies on a 90,000€ budget and fosters the autonomy & integration into the labour market of vulnerable migrant women, including survivors of gender-based violence, trafficking or exploitation, through an empowerment process. The project involves the training of women who play a role of antennas in the neighborhood, a multisector analysis of user needs, case management and co-construction of an individual career guidance plan, job placement & psychosocial support. It also strengthens synergies with public and private actors to facilitate the inclusion of women through a virtual network on the official INTERSOS profile via LinkedIn.

2023

Supporting the empowerment of Afghan refugee women by fostering their integration into the labour market & education pathways

The Pangea Onlus Foundation project supported by the Alstom Foundation has a budget of more than 73,000€ and aims to open an intercultural desk for Afghan refugee and asylum seeker women to ensure their well-being and provide them with job orientation that highlights their skills and increases their employability for a better and independent future. A career counsellor and a job placement expert will provide support such as skills assessment, CV preparation, links to vocational training and employment centres, and internships. The project also provides Italian language courses, legal migration status and employment contracts, knowledge of women’s rights and duties, guidance on how to use local services and how to rent a house.



AFNOR Certification

Alstom Italy is a CSR assessed company. Indeed, it obtained the “committed to CSR” AFNOR certification in January 2021, a label based on ISO 26000 guidelines. This label was renewed in January 2024 reaching “Exemplary” level for the first time in Alstom.





FUTURE OUTLOOK

In the coming years, a series of investments will support the transformation of the transport system in Italy in order to meet the objectives set by the European Union of sustainability, decarbonisation, efficiency and safety in mobility. In this context, Alstom will play a central role in developing innovative solutions capable of effectively addressing the challenges and the ongoing paradigm shift.

Alstom's response outlined for the coming years is to support this growing demand for more sustainable and smarter mobility, as well as to accelerate on greater integration between different means of transportation. Alstom's objective is to continue along the path it has undertaken and consolidate its market leadership in all the business segments in which it operates, through the renewal of regional and high-speed train fleets, and the efficiency and modernisation of signalling systems and infrastructure in the Country. A path begun time ago through multiple projects, starting with the introduction of Italy's first hydrogen-powered train (Coradia Stream H™) and the development of the digital signalling system for interoperability between railway operators from different countries (ERTMS), to name but a few.

Alstom will continue to focus on its people, their ability to innovate, and the know-how gained over more than 160 years of industrial history, deploying all competencies to secure long-term contracts, increase the profitability of infrastructure and turnkey projects, and consolidate solid and collaborative relationships with all stakeholders. At the same time, we will continue the work of valuing diversity and inclusion, attracting and retaining talent and developing a culture in which each person feels respected, valued and understood.

Marco BIFFONI
Commercial & Business
Development Director
Alstom Italy



Alstom will continue to focus on its people, their ability to innovate, and the know-how gained over more than 160 years of industrial history, deploying all competencies to secure long-term contracts, increase the profitability of infrastructure and turnkey projects, and consolidate solid and collaborative relationships with all stakeholders.

Alstom

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ALSTOM
• mobility by nature •

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