



2023

COMMITMENTS & RENUNCIATIONS

VADEMECUM

OUR PURPOSE

« At Compagnie des Alpes, we are passionately committed to offering exceptional moments of leisure that foster connections and well-being and to creating living spaces that combine regional vitality and ecological transformation. »

COMPAGNIE DES ALPES HAVE CONTRIBUTED TO THE FORMULATION OF A COMPANY'S PURPOSE AND THE ADOPTION OF **10 COMMITMENTS* AND 5 RENUNCIATIONS**

NB: As the ski areas are operated under public service concessions, the delegating authorities are the final decision-makers in some cases: these commitments are therefore made subject to their agreement, with the CDA undertaking to submit proposals that are consistent with the commitments set out below.

** Implementing our environmental commitments means deploying the resources, within the confines of our expertise, for more specific research in areas where consensus has not yet been reached.*

COMMITMENT N°1

COMPAGNIE DES ALPES IS COMMITTED TO

Achieving “net zero carbon” (Scope 1 and 2), focusing on reducing its greenhouse gas emissions for at least 80% (vs. reference year 2018/2019), followed by the introduction of “local carbon sinks”, for maximum local sequestration of 20% for each site before 2030. The precise year-by-year trajectory was published in October 2022. The annual data, reviewed by our statutory auditors, will be published.



ANNUAL TRACKING INDICATOR

Annual Scope 1 and 2 GHG emissions/2030 trajectory

Milestone 1: Implement all appropriate energy efficiency and sobriety measures without impacting the service offered to customers

Milestone 2: Exclusive use of renewable electricity and target to self-produce/self-consume, in a sustainable manner (with a certificate of guarantee), at least 15% of Group electricity consumption by 2023

Milestone 3: Development of actions to raise stakeholder awareness of environmental issues (educational programmes, on-site communication, etc.)

COMMITMENT N°2

COMPAGNIE DES ALPES IS COMMITTED TO

Developing initiatives to reduce Scope 3 emissions (i.e. the Scope 1 and 2 emissions of customers and suppliers) and to calculating Scope 3 emissions from 2024 (and every three years thereafter). Already:

Compagnie des Alpes is committed to giving precedence, on equal financial terms, to suppliers committed to reducing their own carbon footprint in line with the Paris Agreements (in a verifiable way) and to encouraging its main suppliers to implement a phased carbon reduction plan (e.g. carbon assessment, carbon reduction targets, alignment with Paris Agreements).



ANNUAL TRACKING INDICATOR

% of OPEX and CAPEX with suppliers whose practices are aligned with the Paris Agreements

Milestone 1: Development of an information system for property owners in mountain areas to facilitate energy renovation in all its forms, whether through CDA's role as managing agent or mandate manager (property owners' club)

Milestone 2: Development of low-carbon transport solutions for two CDA sites by 2025

COMMITMENT N°3

COMPAGNIE DES ALPES IS COMMITTED TO

Measuring, for each of its activities (Ski Areas, Leisure Parks, Distribution & Hospitality), the use (/skier-day, /visitor + overnight stay, /overnight stay) of water resources and to exploring all possible means of optimisation in order to limit the impact of its activities and any potential conflicts over water use.

It will also play an active role in developing the necessary research and in local water governance.



ANNUAL TRACKING INDICATOR

Cubic metres of water used per skier-day, visitor + overnight stay, overnight stay according to each BU, in absolute values AND in terms of "emergence" (vs. one week at work living at home)

Milestone 1: Install rainwater recovery systems at all leisure parks and preference for* reuse of treated wastewater for greywater networks (sanitation and irrigation)

Milestone 2: Contribution in slowing down the water cycle by exclusively promoting multi-use storage projects (excluding groundwater withdrawal) that allow optimum withdrawal from the environment

*where legally and technically possible

By way of example, in two CDA ski area catchment areas, artificial snow temporarily withdraws between 0.4% and 1.9% of the annual volume of water in these catchment areas [1]. No groundwater is withdrawn.

In addition, one “skier-day” in one of the CDA ski areas uses an average of around 352 litres of water/day [2], i.e. 2,112 litres per skier-week (six days’ skiing). Approximately 90% of this withdrawal (rainwater and meltwater) is returned in full to the natural environments of the same catchment areas within a maximum of 2 to 6 months (when it melts), thus helping to slow down the water cycle, while the remaining 10% is returned to the atmosphere by evaporation/sublimation. [3]

One “visitor day” in one of our leisure parks uses around 100 litres of water [4], whereas an “overnight stay” in our MMV accommodation uses around 139 litres of water [5] per day (with zero “emergence” compared with the average French person’s home consumption [6]).

For reference and by way of comparison (water footprint), the production of a single kilo of apples requires 700 litres of water, with almost 900 litres required for one kilo of bananas and 17,000 litres for one kilo of chocolate. [7]

[1] 1.9% Hydroski Project - preprint Table 1 (focus on the Frasses catchment area: 471 ha and 15.2% of the area covered by ski slopes: Withdrawal to fill reservoirs: 144,000 m³ vs. 7,467,000 m³ of available resources in the catchment area.

[2] CDA annual CSR reporting, excluding STGM and Sevabel, where artificial snow-making is managed by independent operators.

[3] See section 5.4.1 Water losses due to thermodynamic effects (evaporation and sublimation)/ Observations and modelling of interactions between snow conditions and the activity of ski resorts in the French Alps/ UGA/ P. Spandre.

[4] CDA annual CSR reporting, Universal Registration Document.

[5] Company data, MMV senior management.

[6] <https://www.eaufrance.fr/chiffres-cles/volume-deau-potable-consomme-par-habitant-par-jour-en-2016> (average annual per capita consumption of drinking water was 147 litres/day in 2019).

[7] <https://www.save4planet.com/ecologie/159/nombre-litre-eau-aliment/> (refers to the quantity of water consumed directly or indirectly in the manufacture of these products).

COMMITMENT N°4

COMPAGNIE DES ALPES IS COMMITTED TO

Continuing to develop tools to measure biodiversity on its sites and the use of resources (excluding water, see above) with a view to defining actions to reduce its impact and, where possible, promote biodiversity throughout its operations by 2030 at the latest.

Our approach will evolve and will be enhanced by objective internal or external contributions received at a later date.



ANNUAL TRACKING INDICATOR

Produce a precise and specific action plan for each Compagnie des Alpes site by 2026

Jalon 1 : Voluntary action to restore damaged ecosystems. Phase-out the use of pesticides at CDA leisure parks by 2024. The ski areas no longer use this type of product.

Jalon 2 : Priorisation of refurbishment of equipment (reconditioning of snow groomers, ski lifts and attractions) and, where not possible, recycling of disused equipment. Systematic recycling and/or reuse of rubber parts.

Jalon 3 : Offer to dismantle redundant ski lift equipment as soon as possible in order to free up previously occupied natural areas; reduction of the number of pylons (ground footprint) when replacing equipment.

Jalon 4 : Achieving “zero unsorted waste” at all Group sites by 2030 and play an active role in the development of all waste recovery solutions.

COMMITMENT N°5

COMPAGNIE DES ALPES IS COMMITTED TO

Creating and supporting (including financially) a multi-disciplinary think-tank, the "Lab Changeons d'Ere by CDA", bringing together independent profiles from a variety of backgrounds to initially brainstorm changes in all facets of the French mountains (social, economic, environmental, sociological, demographic, etc.).

This think-tank will report regularly on its work.

COMMITMENT N°6

COMPAGNIE DES ALPES IS COMMITTED TO

Creating a "Compagnie des Alpes Foundation", under the aegis of Fondation de France, with the following objectives:

INNOVATION:

Call for projects and contribution to the funding of innovative projects dealing with the sustainability of mountain and leisure activities

COMMUNITY INITIATIVES FOR DISADVANTAGED GROUPS:

Compagnie des Alpes is committed to supporting community projects for disadvantaged groups and/or supporting leisure activities and/or having an impact on our regions.

COMMITMENT N°7

COMPAGNIE DES ALPES IS COMMITTED TO

Using its multi-year equipment purchasing budget to contribute to the reindustrialisation of the region and the country by encouraging its equipment suppliers to relocate their construction and maintenance as close as possible to its ski areas, leisure parks and the accommodation managed by the Group, and promote (and finance) the development of net zero carbon snow groomers (irrespective of the underlying technology) and less energy-intensive equipment.

Compagnie des Alpes is committed to giving preference, on equal terms, to regional suppliers; on similar terms, if they are also committed to reducing their carbon footprint in line with the Paris Agreements.

ANNUAL TRACKING INDICATOR

% of OPEX and CAPEX with suppliers Site region/Site country/
Rest of Europe/Rest of World

COMMITMENT N°8

COMPAGNIE DES ALPES IS COMMITTED TO

Creating a CDA ACADEMY by 2025, open to all employees including seasonal workers and spanning all business lines, to develop professionalism, a shared managerial culture and the core knowledge required to prepare each employee for the challenges to come.

ANNUAL TRACKING INDICATOR

Number of hours, of employees by theme, contract type, etc.

COMMITMENT N°9

COMPAGNIE DES ALPES IS COMMITTED TO

Devoting a budget, equal to at least 2% of new capital expenditure, to improving and fitting out backstage/work areas and all measures contributing to improving employee well-being as part of a Group-wide initiative.

 ANNUAL TRACKING INDICATOR

Commitments in € millions/% of new CAPEX

COMMITMENT N°10

COMPAGNIE DES ALPES IS COMMITTED TO

Recognising the loyalty and contribution of its employees, both permanent and seasonal, by offering them the opportunity to share in the company's success through an employee shareholding plan.

 ANNUAL TRACKING INDICATOR

Number of shareholder employees

RENUNCIATIONS

01

Compagnie des Alpes pledges not to act unreasonably when changes in the weather make a section of its ski areas, particularly low-altitude areas or glaciers, unsuitable for skiing in the short or long term. In this respect, it will not develop an artificial snow network in glacial areas or in areas where the *Imp'Act* or *Climsnow study* does not indicate that there is sufficient natural snow cover in the medium term.

02

Compagnie des Alpes has never used, and will never use, "positive-temperature snow-making" systems.

03

Compagnie des Alpes pledges to stop using fossil fuels to power its slope grooming equipment and the buses it operates (subject to the availability of alternative fuels), and stop heating its buildings and accommodation (Ski Areas).

It should be recalled that Compagnie des Alpes was the first company in France to stop using fossil fuels for its snow groomers. This renunciation has been implemented since the beginning of the 2022/2023 winter season in all the mountain areas operated by Compagnie des Alpes (in cases involving the slope management service, the Group has offered to bear the additional costs).

The HVO 100 solution, which is made from 100% biowaste (used cooking oils, excluding palm oil) and reduces 90% of the GHG emissions [1] generated by grooming, is a transitional solution until the development of a solution to reduce the remaining 10% is at a sufficiently advanced stage.

[1] <https://www.neste.be/fr/diesel-renouvelable-neste-my>
Average value based on ADEME: 0.544 kg CO2 eq. /litre (HVO 100/used cooking oil (UCO)/no land use change). HVO 100 is produced exclusively from recycled waste; as such, it is not a conventional biofuel. It can be considered to cause zero land use change, in line with the Renewable Energy Directive.

RENUNCIATIONS

04

Compagnie des Alpes pledges not to propose any net extension of ski areas. The only modifications that will be considered are those that are specific and limited in surface area, in particular those relating to the relocation of equipment/changes to snow fronts, and which are consistent with the objective of limiting the net footprint by 2030.

05

Compagnie des Alpes pledges to cease providing technical assistance to French or international ski resort (and/or snowdome) creation projects that do not involve a significant natural snow component. No new contracts for such projects will be entered into.

TOGETHER,
WE CAN BE PART
OF THE SOLUTION!



Compagnie des Alpes