



AGL

AFRICA GLOBAL LOGISTICS

PUBLICATION ON SUSTAINABILITY COMMITMENTS

2023





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Building and promoting our impact



Philippe Labonne
CEO of AGL

The past year was a year of great change for our company and many upheavals for the world as a whole. It reminded us of the importance of agility, adaptability and resilience in the face of an increasingly unpredictable global situation.

Africa is thus at the heart of many challenges and opportunities. The increasing pressures on natural resources, the challenges of regional connectivity and supply, the growing aspirations of populations - especially the youngest - have highlighted the need for a holistic and inclusive approach on the continent.

In this environment, companies like AGL have a crucial role to play. Indeed, we made the choice to establish sustainability as a fundamental pillar in all of our activities.

At AGL, we endeavor to make transport and logistics powerful drivers of transformation and development. By deploying responsible business conduct and investing in innovative solutions, we are helping to boost trade and commerce, connect regions, create sustainable jobs and reduce our impact on the environment.

We strive to adopt good practices. From reducing our environmental footprint to promoting social inclusion, we actively work to create a positive impact on the world around us.

Therefore, AGL's Publication on Sustainability Commitments reflects our collective commitment, as evidenced by all of our employees, from the field to the members of the governing bodies.

Through this document, we share our achievements, our areas of progress and our action plans for the future. We keep in mind that implementing our sustainable commitment is a path, which requires constant engagement and continuous improvement.

As we turn the page on this eventful year, AGL looks to the future with optimism and determination.

I would like to thank all those within AGL who engage, on a daily basis, to support and participate in the concrete implementation of our commitment to sustainability.

Together we aim higher.
Together we go further.

AGL's past year in review

Under the aegis of our new owner (MSC), we started 2023 with a new identity unveiled in March: Africa Global Logistics. This new identity was then rolled out to all our locations.

The past year was also marked by many achievements, in all the Group's business lines.

IN THE PORT AREA

Three new contracts were awarded to AGL in Africa for the management of the multipurpose terminal in Zanzibar (18 May, commissioned on 18 October), the management of the multipurpose and container terminal in Lobito (11 December) and the management of the port of São Tomé e Príncipe (20 December). These new contracts bring the number port concessions operated by AGL to 22¹.

Important developments were also initiated. In the presence of the President of Ghana, Meridian Port Services (MPS), a subsidiary of AGL, officially launched Phase 2 of the Tema Port Expansion Project. This new phase, whose work is expected

to be completed in September 2025, will increase handling capacity from 2.5 to 3.7 million twenty-foot equivalent containers (TEU). Moroni Terminal presented (11 October) the result of the feasibility study - carried out with Arcadis - for the port dock expansion project, which will eventually allow ships to operate directly alongside the dock.

Lastly, major investments in equipment to modernise and improve the productivity of terminals operated by AGL resulted in the commissioning during the year of 6 ship-to-shore gantry cranes (STS) and 17 electric rubber-tyred gantry cranes (e-RTG)².



Congo Terminal, port of Pointe Noire.

(1) End of 2023. (2) Electrical port handling equipment.

IN THE LOGISTICS FIELD

AGL Côte d'Ivoire took delivery of the extension works (15 April) of its cold room (temperature-controlled area) of the Aerohub in Abidjan, the largest contractual logistics base in West Africa (6,000m²). This work was carried out using the expertise of local companies (Aric, 2I Ivoire Ingénierie and Instaftric), in compliance with international standards and norms.

As evidence of its continued growth on the continent, AGL has reserved capacity on the Lobito rail corridor in line with its investment in the port. This development is part of the company's strategy to support the development of continental corridors and the desire to support the development of connectivity between African countries and with the rest of the world.

Among the outstanding services carried out, AGL provided the logistics (cables and equipment for a total of 89 tonnes) intended to serve the Congo and the DRC, as part of the «2Africa» project (led by META) which aims to install the largest submarine fibre-optic cable in the world, connecting 16 countries in Africa to Europe and the Middle East.



Transport and logistics, AGL Timor.

IN THE RAIL SECTOR

Camrail celebrated two years (1 July) of successful operation of the Yaoundé-Douala express train. The latter plays a key role in the connectivity of the country's cities, by offering a convenient, reliable and accessible transport service. During the period, it made 1,394 trips and transported 328,771 passengers between the political and economic capitals of Cameroon.

For its part, Sitarail resumed the service of the passenger train (17 November) between Ouagadougou and Bobo-Dioulasso. This service was interrupted as a result of border closure measures taken during the Covid-19 pandemic and the deterioration of the security situation in certain regions served by the railway.

Camrail also announced (19 October) the launch of the rehabilitation (6-year programme) of 560 km of railways on the Douala-Yaoundé and Belabo-Ngaoundéré sections. The plan is part of the investments announced by several donors (European Investment Bank, World Bank, French Development Agency) to finance the renovation of the country's railways in order to facilitate the mobility of people and the transport of goods.



Rail convoy operated by Sitarail, Côte d'Ivoire.

At global level, the year 2023 was also marked by milestones and structuring initiatives testifying to AGL's progress in its sustainable commitment:

31 MARCH

Adhesion to the UN Global Compact network France (31 March), in the wake of our owner MSC, underlining our commitment to the Sustainable Development Goals (SDGs) adopted in 2015 by the United Nations.

27 APRIL

Launch of the "Zero Accident Plan" on the occasion of the World Day for Safety and Health at Work. AGL thus reaffirms its commitment to implementing industry best practices to ensure a safe and healthy working environment.

AT THE END OF DECEMBER

Award of the EcoVadis Silver Medal, which places our company among the best performers in terms of sustainable development.

As further proof of this progress, three other port terminals operated by AGL were awarded the **Green Terminal label** (environmental labelling process on audit of Bureau Veritas): Côte d'Ivoire Terminal, Congo Terminal and Timor Port. They bring the total number of terminals benefiting from this label to 12, illustrating the efforts of AGL in terms of energy transition and contribution to the reduction of its carbon footprint.

In addition, 2023 also witnessed the conclusion of the first 6-month training cycle and the graduation of **the first class of the École du Transit** (28 July).

Lastly, the year ended with two major announcements:

23 DECEMBER

The signing of the strategic partnership with the Confederation of African Football (CAF), making AGL the official logistics partner of African football for the AFCON 2023 and the Women's AFCON 2024. An agreement that symbolises a shared support to African youth, common values (surpassing oneself, entrepreneurial spirit, among others) and inclusive development. This signature echoes the 4-year partnership agreement (6 October) with the Ivorian Football Federation (FIF).

DECEMBER 2023

The assumption by Philippe Labonne, CEO of AGL, of the presidency of the Africa Committee of MEDEF International.

In this context, he intends to promote partnership projects and opportunities, support the strengthening of trade within the region and its integration with the rest of the world, and contribute to sustainable and inclusive economic growth in Africa.

AGL'S HIGHLIGHTS OF THE YEAR

30 MARCH	31 MARCH	15 APRIL	27 APRIL	18 MAY	1 JULY	28 JULY
Unveiling of the new company identity: Africa Global Logistics (AGL)	AGL's adhesion to the UN Global Compact	Delivery of the extension work of the Aerohub of Abidjan	Launch of the "Zero Accident Plan"	Signing of the management contract for the multipurpose terminal at the port of Zanzibar	2 nd anniversary of the Yaounde – Douala express train service	Graduation of the 1 st class of the École du Transit
2 OCTOBER	19 OCTOBER	17 NOVEMBER	11 DECEMBER	20 DECEMBER	23 DECEMBER	END OF DECEMBER
Signature of the partnership agreement with the Ivorian Football Federation (FIF)	Camrail's announcement of the renovation of 560 km of railways of railways	Resumption of Sitarail passenger service between Ouagadougou and Bobo-Dioulasso	Signing of the concession contract for the multipurpose terminal at the port of Lobito	Signing of the management contract for the port of São Tomé e Príncipe	Signing of the strategic partnership with the Confederation of African Football (CAF)	Award of the Silver Medal by Ecovadis

OUR GOVERNANCE

AGL, A PART OF THE MSC CARGO DIVISION



THE MSC CARGO DIVISION

- Direct presence in over **155** countries
- **91,967** people
- **150+** nationalities
- And **6** continents³



Download MSC's 2023 Sustainability Report on <https://www.msc.com/en/sustainability>

AGL'S SUPERVISORY BOARD

AGL'S MANAGEMENT COMMITTEE



(3) Full list of countries available at www.msc.com and www.aglgroup.com/transport-logistique-afrique



**Enabling
logistics
decarbonization
and protecting
our blue planet**

Reduce the impact of our activities on climate



100% electric tractors, Abidjan, Côte d'Ivoire Terminal.

CLIMATE PATHWAY AND IMPROVED GHG EMISSIONS ANALYSIS

Greenhouse Gas (GHG) emissions are one of the issues identified as a priority by AGL for its activities. AGL has set targets to enable carbon intensity reduction on scope 1 and 2, thus contributing to the MSC Cargo Division strategy regarding GHG emissions reduction.

In order to strengthen its climate strategy and improve the reporting of its carbon impact, work was initiated in 2023 to make the calculation of scope 3 more reliable⁵. This work will continue over 2024 and should result in the proposal of an overall reduction target, on the 3 scopes.

This action follows the following approach:

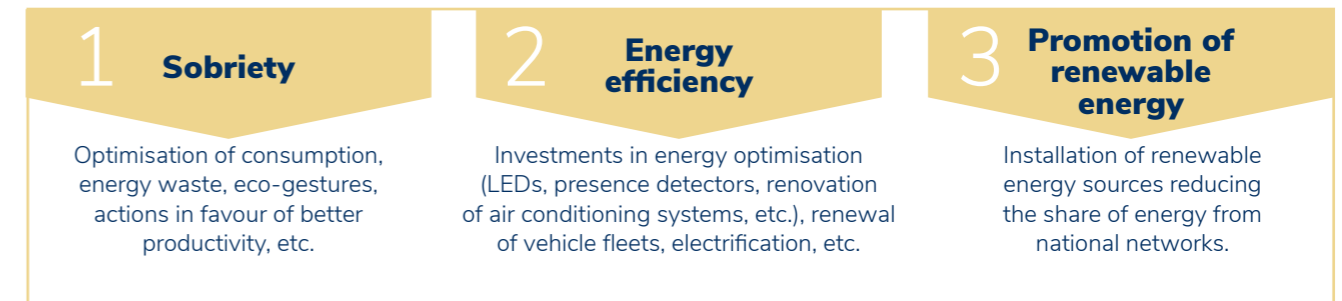
- 1 **Increasing** the reliability of the carbon footprint of AGL, through the calculation of scope 3, making it possible to identify the activities, entities and positions that are to be part of the GHG emission reduction program
- 2 **Identification** and quantification of specific and common decarbonisation levers to define those relevant by AGL business line
- 3 **Identification** of a decarbonisation trajectory and temporal phasing of the identified levers.

ACTIONS CONTRIBUTING TO THE REDUCTION OF OUR GHG EMISSIONS

In order to reduce its GHG emissions on scopes 1 and 2, AGL implements an energy consumption management approach based on reducing the

consumption of fossil fuels in favour of renewable energies. This approach involves more specifically the electrification of our facilities and equipment.

In particular, AGL develops 3 main axes:



OBJECTIVES	PROGRESS AS AT 31/12/2023
Reduce carbon intensity (CO ₂ tons / Turnover) compared to 2019 (scopes 1 and 2)	In 2023, the carbon intensity of AGL is 97.3 compared to 129 in 2019. That is a decrease of more than 24%.
Put in place a climate pathway homogenising approaches across entities	Objective in progress with: <ul style="list-style-type: none"> ■ Analysis of the carbon footprint of AGL on scopes 1 and 2 ■ Identification of decarbonisation levers relating to scopes 1 and 2 The definition of objectives relating to scope 3 remains to be finalised
Continuous optimisation of reporting of GHG emissions scopes 1, 2 and 3 (accuracy, reliability, control)	<ul style="list-style-type: none"> ■ Continued optimisation of the gathering and reliability of data reported by AGL subsidiaries (sustainability reporting) ■ Further deepening of the calculation of scope 3 in a process of continuous improvement of the accuracy and completeness of the data taken into account

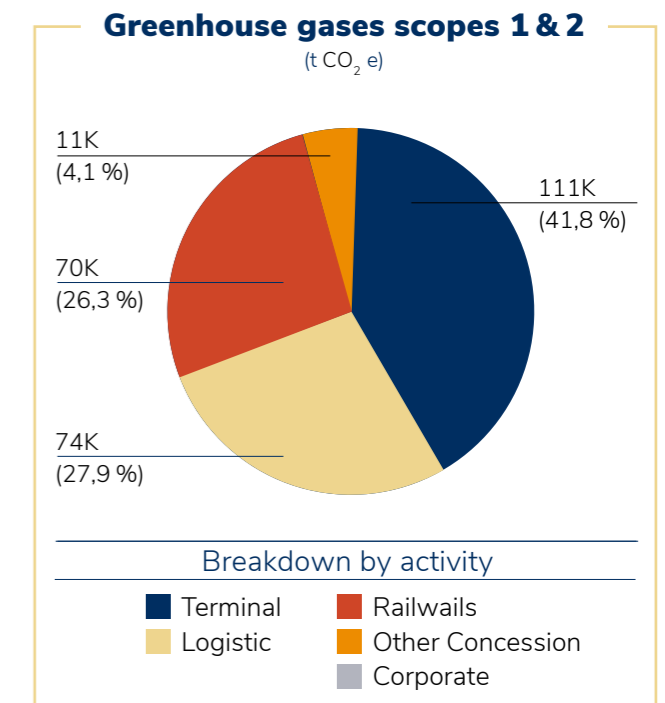
(4) Scope 1: corresponds to the GHG emissions directly emitted by the company's activities. This concerns direct greenhouse gas emissions from fossil fuels (oil, gas, coal, etc.). - Scope 2: covers indirect GHG emissions associated with energy consumption, which occur outside the company's facilities. It includes indirect emissions resulting from the production of energy purchased and consumed by the organisation (electricity and heating / cooling networks).

(5) Scope 3: includes indirect GHG emissions that are beyond the direct control of the company, often including upstream and downstream activities in the value chain. These emissions cover a wider range and include indirect emissions that result from the company's activities, but are outside its direct control: purchased products and services, transport and logistics, waste, etc.

In 2023, as a result of its own industrial activity, the «Port terminals» business represented 42% of AGL's GHG emissions (scopes 1 and 2). The other businesses contribute to GHG emissions scopes 1 and 2 with 28% for logistics business, 26% for rail and 4% for maritime solutions.

Dedicated action plans per subsidiary are implemented, in order to contribute to the overall reduction of emissions. **In 2023, the emissions scopes 1 and 2 of AGL amount to 265,566 t or a reduction of more than 5% compared to previous year (293,780 t).**

Regarding tertiary activities, although representing less than 1% of AGL emissions, actions related to eco-gestures are carried out to further reduce their contribution.



To continue to reduce GHG emissions, many actions are already deployed on industrial activities, such as:

Green Terminal labelling of port terminals

In 2023, 12 AGL terminals are labelled Green Terminal and 3 terminals have launched the labelling process for 2024. The deployment of this label made it possible to significantly reduce the carbon intensity of the port terminals' activity (GHG emissions scopes 1 and 2 compared to the volumes handled) by more than 11% between 2019 and 2024. The objective of -12% should be achieved in 2024.

The deployment of environmental certifications

At the end of 2023, more than 80% of entities are covered by a management system related to environmental issues, 70% of which are certified according to a recognised environmental standard (EDGE or ISO 14001).

Increasing the share of electricity as an energy source for mobile installations

Through the connection of sites to public electricity networks (when infrastructure is sufficiently reliable) or investments in the acquisition of new electrical handling or transport equipment. Indeed, having a fleet of fully electric ship-to-shore gantry cranes (STS), AGL has begun the gradual renewal of its rubber-tyred gantry cranes (RTG) in favour of eRTG, whose share now reaches 40% of the total number of RTGs. The share of electric tractors represents 9% of the total number of tractors.

Regular investment for the renewal of equipment

To participate in the optimisation of energy performance. In particular, AGL regularly invests in the renewal of its vehicles (locomotives, trucks, etc.) with more efficient models that consume fewer fossil fuels to reduce their impact on the environment. For the railway activity, the last locomotives received in 2018 reported a consumption of 0.69 L per t.km

compared to 1.43 L per t.km on the former locomotives, i.e. a consumption which halved by more than 50%. Assessments are underway on both Camrail and Sitarail for the purchase of new locomotives over the period 2024-2025. For the logistics activity, several investments in EURO 4 and EURO 5 trucks have been made, allowing GHG emission reductions of between 17% and 66% compared to older models.



Launch of a Green Energy Initiative by AGL in Nigeria

“AGL Nigeria purchased 5 LPG forklifts to replace its diesel forklifts in line with its sustainability commitments.

Compared to diesel, LPG⁶ reduces greenhouse gases by 16%, sulphur oxide (SOx) emissions by 15% and nitrogen oxide (NOx) emissions by 17%, therefore LPG forklifts more effectively reduce emissions without sacrificing power or productivity.”

Christopher Ene-Inyang, Head QHSSE-AGL Nigeria

Reduction in energy consumption

By installing, for example, less energy-intensive lighting sources (LEDs).

Optimisation of transport plans

AGL places among its priorities the improvement of its freight transport plan, by the optimisation of loads whether for road or rail transport. In 2023, AGL subscribed to a licence for the EcoTransIT World tool, making it possible to value the CO₂ emissions relating to its operations on behalf of its customers in the logistics sector. The use of this tool also makes it possible to offer customers several transport plans, with their associated carbon impact, giving customers the opportunity to choose the solution with lower emissions.

Installation of renewable energy sources

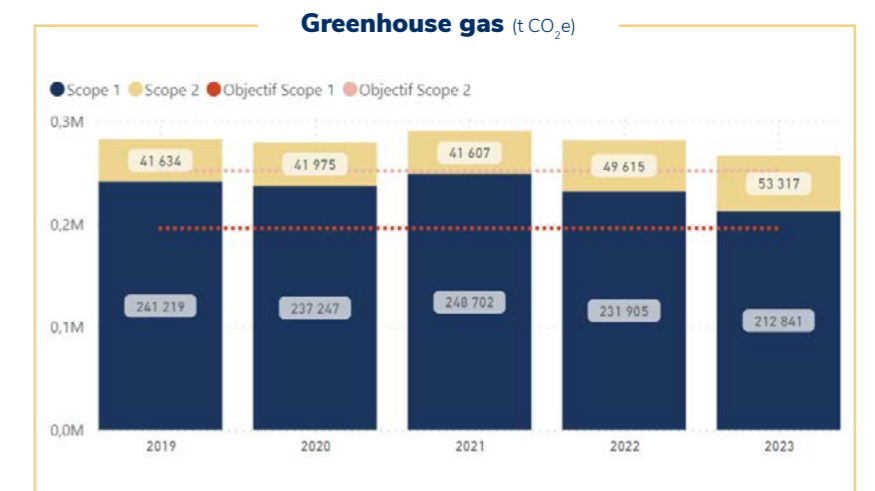
Solar panels are installed on some AGL sites, in particular railway sites. For each site managed by AGL, the production of electricity by solar energy is considered, and deployed where appropriate.

Staff awareness

AGL regularly carries out awareness sessions to show staff what changes in their daily activities can reduce GHG emissions (eg stopping the engine of vehicles in case of prolonged parking).



The actions carried out in 2023 made it possible to reduce GHG emissions from scopes 1 and 2 by over 5% compared to previous year and to continue the trend.



(6) Liquefied Petroleum Gas.

GREEN TERMINAL
The process of environmental labelling of AGL port terminals

Developed in collaboration with Bureau Veritas, this approach aims to deploy a strengthened environmental management system whose management consists of voluntarily exceeding the ISO 14001 standard.

The label is based on eight **fundamental pillars**, including: the conduct of environmental impact assessments as part of projects, the construction of infrastructure in accordance

with international standards, the deployment of environmentally friendly handling solutions and equipment promoting the energy transition, the implementation of digital solutions to facilitate data exchanges, the optimisation of waste management (collection, recovery, recycling) with approved partners, water treatment and improvement of air quality, and lastly training and awareness of employees on good practices related to environmental issues. It is applicable to all port terminals.



Green Terminal certification obtained by Côte d'Ivoire Terminal.

CONTRIBUTING TO THE GLOBAL ENERGY TRANSITION

AGL aims to address the needs of actors in the energy transition sector. Where possible, the company works to offer logistics solutions to international and low-carbon standards (through investment in dedicated equipment/solutions), in response to the growing expectations of customers and consumers.

AGL supports the development of renewable energies through its effective action in the complex logistics of major projects in the sector that results in the delivery of parts necessary for the construction of wind farms, equipment such as turbines for hydroelectric projects, among others.

Lastly, AGL uses its recognised expertise (specialised services, positioning at strategic crossing points such as the port of Lobito or the Chingola hub) in the field of strategic minerals, a major sector for sustainable growth in Africa and at the centre of the global energy transition value chain.

OBJECTIVES

Reach over 95% of entities covered by an environmental management system (EMS)

Reduce fossil energy consumption by 25% in favour of an increase in electricity consumption by 10%

Raise awareness of 50% of staff to eco-gestures

PROGRESS AS AT 31/12/2023

Objective being achieved with 85% of entities covered by an EMS, 70% of which certified by an independent third-party body

Further deployment of the Green Terminal label: 12 labelled AGL terminals
Continued deployment of environmental certifications: 31 AGL entities hold an internationally recognised environmental certificate (ISO 14001, EDGE, etc.)

Objective being reached with over 40% of employees made aware in 2023

Mitigating the risk of pollution and industrial accidents

In connection with its integrated QHSE management system, AGL implements an environmental prevention policy, reducing the potential risk of accidental situations (pollution or industrial accident).

Control of the environmental footprint of AGL sites requires the deployment of an environmental management system (EMS) according to the requirements of ISO 14001 or specific measures and controls according to recognised standards or meeting local regulations such as Classified Installations for the Protection of the Environment (ICPE) or equivalent in countries where this exists.

The sites are subject to an assessment of industrial risks and environmental impacts, making it possible to prioritise the control actions to be implemented (e.g. prevention measures in the event of transport or storage of hazardous materials, inventory of sources of hazardous waste or measurement and analysis of emissions to air, water and soil). This continuous improvement approach is at the centre of the environmental vigilance cycle implemented within AGL entities in order to prevent the risks of pollution and industrial accidents.

In addition, the activities are subject to regular internal and external audits carried out within the framework of regulations and certifications. These defined processes allow the reporting, analysis, recording and correction of environmental incidents, accidents and non-conformities that may result in pollution.

A number of indicators are homogeneous between the entities and are consolidated at the level of the AGL Group (electrical consumption, fuel consumption, water consumption, GHG emissions, number of environmental incidents, etc.). They are supplemented, as necessary, by locally defined indicators, according to the context and the activities of the entities. The achievement of objectives is monitored periodically.

In addition to the prevention actions that AGL implements to reduce the risk of an environmental accident occurring, an emergency response plan (Crisis Management Manual) has been established.

Based on the results of the environmental analyses, it is then adapted by each entity to the format of an emergency response plan.

To control the risk of pollution or industrial accident, many concrete actions have been implemented in 2023, including:

Improvement of procedures relating to the management of dangerous goods

As part of their operations, AGL entities may be required to handle or transport dangerous goods in accordance with national and international authorizations and applicable regulations (IATA, IMDG, ADR, etc.). Specific management procedures have also been established by the QHSE Department of AGL for certain dangerous goods identified as the most at risk:

- Handling, storage and transport of hydrocarbons;
- Handling, storage and transport of ammonium nitrates;
- Handling and transport of cyanide;
- Handling and transport of goods of classes 1, 6 and 7.

Entities involved in the management of dangerous goods shall include in their emergency plans at least one scenario relating to an accidental pollution situation.

Identification of environmental impacts upstream of activities

Upstream of implementation, development projects or facility modifications, AGL entities carry out environmental impact assessments where relevant, in consultation with stakeholders. At the end of this process, a control or monitoring and surveillance plan is then put in place to verify the environmental protection measures proposed in the environmental and social management plan (ESMP) summarising the measures recommended by the environmental impact studies (Moroni Terminal, Congo Terminal, etc.).

Implementation of an environmental management system

In total, 4 terminals out of a total of 22 are ISO 14001 certified (more than 18%). AGL is also planning the ISO 14001 certification of 3 new terminals (Côte d'Ivoire Terminal, Congo Terminal and Timor Port SA) for 2024. In 2023, AGL obtained the triple certification Integrated Management System (including ISO 14001, ISO 9001 and ISO 45001 certifications) multisite covering 154 sites of the logistics activity in 28 countries.

YEAR	WATER	ELECTRICITY	DIESEL (m ³)	GASOLINE (m ³)	DDO* (m ³)	LPG (m ³)	SCOPE 1 (t CO ₂ e)	SCOPE 2 (t CO ₂ e)	SCOPE 3 (t CO ₂ e) (partial)
2022	1 244 499	132 234 584	77 581	1 354	6 336	941	231 905	49 615	61 763
2023	1 209 359	162 872 549	69 234	1 590	8 286	693	212 841	53 317	61 878

* DDO: Distillate Diesel Oil (fuel mainly used for railway activity)



Mitigating accidental discharges

In order to reduce impact on the environment where activities are carried out presenting the potential risks of accidental spills (oils, hydrocarbons, other industrial products), AGL sites are increasingly equipped with retention devices or preventing pollution from entering the ground. In accordance with local laws and regulations, as well as the rules established by the QHSE Management of AGL, new installations are equipped with rainwater and wastewater networks, ending in separation systems before discharge into city networks or the natural environment after control. Depending on the activity, the region of the facility or the specificities of the site, dedicated measures are implemented. For example, chemical storage areas have spill containment means to control possible accidental spills and kits with absorbent products are made available. Contaminated materials are safely and adequately treated by a provider specialising in hazardous waste treatment.

In particular, regarding rail activity, the risk of accidental oil spills during transport by tank wagon has been identified as a risk within the risk mapping carried out in 2023 by AGL. All railway entities are equipped with pollution prevention devices for response to accidental oil spills on the railway, such as anti-pollution kits, motor pumps, geotextile tarpaulins, tanks, etc. The operational and safety teams are regularly trained in techniques for responding to emergency situations on oil trains, such as fire starts, oil spills, or the use of anti-pollution kits. Sitarail has also put into service eight watchtower wagons dedicated to monitoring the trains of hydrocarbon trains in circulation. Simulation exercises are conducted by the entities in order to test the effectiveness of the procedures, as well as the emergency equipment available, but also the good knowledge of the rules to be followed by the staff. Crisis management exercises with spill simulation are also implemented. The members of the local crisis management unit work in concert with the specialised civil, administrative, police and/or military authorities.

Mitigating industrial risks

The risk of industrial accidents is taken seriously by AGL, which supervises its activities for the storage and transport of hazardous materials throughout its logistics chain. For example, the transport of cyanide is governed by a specific sectoral certification (ICMC – International Cyanide Management Code), for which AGL carries out a specific risk assessment, a transport plan detailing risk mitigation measures, an emergency plan to anticipate a possible accidental situation and the training of all convoy participants. This type of operation also requires regulatory approvals.

The sites operated by AGL have internal means of prevention, protection and intervention, including

fire protection means (fire extinguishers, fire hose cabinets, smoke extraction, etc.) depending on the level of risk posed by the activities

procedures aimed at ensuring overall performance and a level of maintenance of the installations

regular internal inspections so as to preventively check the good condition and accessibility of firefighting means and emergency devices, compliance with safety rules, etc.

specific procedures such as the issuance of work permits before carrying out certain risky interventions (e.g. hot spots works)

arrangements for securing installations against the risk of malicious acts

specific certifications deployed for the transport of chemicals presenting particular risks, such as the ICMC certification held by entities carrying out sodium cyanide transport operations.

In addition, AGL has formalised its fundamental QHSE requirements for all operational activities under its control: for example, a general procedure setting out the methodology for handling and transporting dangerous goods. This is complemented by dedicated training provided to staff (IMDG, IATA, ADR).

Selection and evaluation of subcontractors for transport of dangerous goods

The subcontractors responsible for the transport of dangerous goods are increasingly selected according to the list of qualified suppliers registered in the Link Partner platform. The selection is based on several criteria following

the «Selection and evaluation of suppliers» procedure (compliance with regulations, quality of service, environmental commitment, qualification of personnel, equipment made available in good condition, appropriate, properly

maintained...). Depending on the sensitivity of the goods that can be transported, a pre-qualification audit is carried out to verify the information provided by the subcontractor.

OBJECTIVES	PROGRESS AS AT 31/12/2023
All the entities have communicated AGL's HSE policy (or adapted local policy) to its employees	Achieved with more than 95% of legal entities having communicated the HSE policy to their employees
Over 95% of legal entities covered by an environmental management system	Achieved with more than 95% of legal entities applying the QHSE integrated management system of AGL
70% of legal entities covered by an environmental management system have at least one site certified or labelled by an environmental reference system (e.g.: ISO 14001, Green Terminal, etc.)	Objective exceeded with 82% of legal entities covered by an environmental management system having at least one site certified or labelled by an environmental reference system (e.g.: ISO 14001, Green Terminal, etc.)
Over 95% of legal entities required to store or transport hazardous materials equipped with pollution prevention systems	Objective close to being reached with 60% of entities reporting being required to handle and/or store hazardous materials, 94% of which report being equipped with a pollution prevention system
More than 95% of entities that have declared at least one industrial site must have carried out an environmental analysis less than 2 years ago	Objective close to being reached with 69% of entities which specify that they own industrial sites declaring that they have carried out an environmental analysis (assessment of significant environmental aspects), 92% of which declare that they have updated it in less than two years

Optimizing waste treatment and water management



In accordance with its QHSE integrated management system, AGL implements an environmental management policy to reduce its impact, in particular on waste treatment, water management and the promotion of the circular economy.

AGL pays particular attention to the monitoring of waste produced by its entities, the management of which is part of the measures taken to reduce a risk of pollution (storage of hazardous materials in particular). Monitoring concerns hazardous waste⁸ and non-hazardous waste⁹. The annual sustainability reporting makes it possible to monitor the generation of hazardous and non-hazardous waste from the sites of AGL entities and to identify the part recovered or recycled.

AGL entities entrust their waste to service providers approved by the supervisory authorities of the countries in which they operate, in order to ensure the appropriate level of treatment available in the region concerned. Environmental audits conducted by the supervisory authorities are carried out periodically with the issuance of a certificate, in accordance with the existing applicable laws. Specific procedures have been implemented in particular on the activities of shipyards and railway activities.

Each year, AGL strengthens its waste reporting process by refining the analysis grid by waste subcategories, thus enabling finer traceability of the waste reported and improving the indicator coverage rate.

In order to manage waste and act in favour of the circular economy, AGL has put in place a number of concrete actions, including:

Reinforcement of internal reporting including monitoring by category which has made it possible to optimise traceability. For example, used oils are recovered through specific treatment in partnership with oil and cement companies in Cameroon, Côte d'Ivoire and Senegal.

The identification of new sectors to favour waste recovery sectors to the detriment of destruction or landfill sectors. Thus, AGL contributes to continuously increasing the proportion of recovered waste. In 2023, over 50% of the waste oils generated by our activities were recovered. Railway activities are more specifically concerned with the management of metal waste. This waste is sold to external service providers who recycle it.

Testing of innovative solutions to reduce the volumes of waste. For example, in 2022, AGL launched a test to reduce the consumption of hydraulic oils and therefore the generation of used oils during oil changes at the Owendo Container Terminal: a specific tool removes moisture from hydraulic oils. The objective of this test is to halve the volume of used hydraulic oils per site. The analysis of this test will make it possible to validate or not the deployment to other entities.

In addition, for the railway activity, the new generation locomotives have the advantage of having a reduced frequency of maintenance cycles recommended by manufacturers (compared to old locomotives), thereby reducing the production of waste (used oils, etc.) related to maintenance operations, and thus the environmental impact.

In 2023, AGL Nigeria developed a plan (to be implemented in 2024) consisting of:

1

Selling recyclable materials and objects collected from all sites to certified local recycling/reuse companies, on a weight price basis.

2

As part of our preventive maintenance policy, recover waste oils in barrels by following an appropriate collection process (including training of technicians). Barrels are transported to "Base 1" to fill a tank with a capacity of 5,000 L. The used oils are then sold to local certified recycling/reuse companies. The money collected in this way is then dedicated to financing QHSE incentive programmes and other sustainable development commitments.

⁽⁸⁾ Waste which, because of its reactivity, flammability, toxicity or other hazardous properties, cannot be disposed of by the same means as other waste without creating risks to people or the environment. ⁽⁹⁾ Waste which do not present any risk to people and the environment.



As regards water management, AGL works to optimise its consumption and reduce pollution via wastewater treatment. In particular, water management is taken into account in the environmental management systems implemented by the AGL entities. The main actions carried out are:

Monitoring of water consumption, with a view to constant optimisation of the use of the resource. As a matter of principle, all critical facilities should be equipped to enable wastewater treatment in accordance with local regulations.

Implementing water management plans, which rely on specific systems for continuous monitoring of flow variations in order to identify leaks, effective management systems to control water consumption, and awareness-raising among staff. As part of new projects, and to meet the highest environmental requirements, new port facilities are equipped, where possible, with their own sewage, wastewater, rainwater and stormwater treatment networks and facilities.

Taking water stress into account, for water from the natural environment or from wells through, for example, wells that have been drilled and are operated by employees and local populations in localities not connected to the drinking water network. This is the case of the localities of Kihooan in Côte d'Ivoire and Siby, in Burkina Faso. The working condition of the water wells is monitored every month and physico-chemical analyses are carried out to test that the water is drinkable. Sitarail has thus rehabilitated buildings equipped with water collection wells.

OBJECTIVES	PROGRESS AS AT 31/12/2023
Put in place a 4R strategy: reduce, repair, recycle, reuse	Continued to look for alternative waste treatment solutions during the year
Increase the share of non-hazardous waste	75% of non-hazardous waste in 2023 compared to 62% in 2022
Reduce water consumption by 3%	<ul style="list-style-type: none"> ■ Local actions to reduce consumption, (tap mousseur, push-buttons, etc.) recovery and reprocessing of rainwater, etc. ■ Reduction by 2.3% of water consumption in 2023

It should also be noted that the World Environment Day (5 June) was celebrated by the AGL teams through various initiatives, such as: exhibition on plastic waste, awareness-raising campaigns, cleaning of beaches or outskirts of sites, campaigns for stakeholders, etc. A celebration with a Group approach will be organised for 2024.

Protecting and preserving biodiversity

AGL is aware of the importance of taking biodiversity issues into account in the conduct of its activities. This is done through various actions carried out, such as impact studies carried out upstream of new constructions. Partnership actions with external actors for the preservation of endangered species.

The main actions carried out by AGL in terms of biodiversity conservation are:

Identifying and managing impacts of AGL activities on biodiversity

AGL runs an environmental and social impact analysis at the start of new projects. Where necessary, a mitigation plan is generated from the analysis and then implemented with the aim of reducing negative consequences. For example, in Ghana, Meridian Port Services (MPS) (since 2018) and Timor Port SA (since 2022) have been implementing sea turtles' programmes that involve the safe transfer of endangered turtle eggs from their natural environment to a closed hatchery that replicates their environment. The protected species are the Green, the Leatherback and the Olive Ridley turtles in Ghana and the Green, the Hawksbill, the Loggerhead and the Olive Ridley turtles in Timor-Leste. During the 2023 season, 8,775 hatchlings in Ghana and 3,420 hatchlings in Timor-Leste were released in the ocean. These programmes also include the training of people to patrol, with volunteers, nesting area on the neighboring seashore.

The fight against the illegal transport of wildlife products

For example, since June 2005, an agreement signed between Camrail and the Cameroonian Ministry of Forests and Wildlife has allowed the implementation of a project to support the programme for the protection of wildlife and the eradication of the transport of wildlife products by rail. A NGO was selected to support the process in the project area (Ngaoundéré-Yaoundé section). Camrail essentially undertook to:

- allow and facilitate wildlife product control missions on board trains in stations and rights-of-way;
- authorise the control missions of wood products in the stations of departure or arrival of these products, and necessarily before they are added to trains;
- provide the Ministry of Forests and Wildlife, where possible, with essential logistical means to facilitate control missions.
- every year, awareness sessions, checks of parcels and luggage on board trains take place, with a strong involvement of communities bordering the railways.

Stakeholder awareness

Since March 2021, AGL Congo has launched a series of awareness days for families to preserve biodiversity. In partnership with the NGO Renatura ecocentre, AGL contributes educating hundreds of families in Pointe-Noire on the issues of sea turtles, the harms of poaching and the role of water for the planet. The aim is, on the one hand, to introduce the Renatura ecocentre to the families of employees and, on the other hand, to raise awareness among students in schools in Pointe-Noire and its surroundings about the environment, eco-responsible practices and endangered species, particularly sea turtles.

As part of World Biodiversity Day, AGL Benin signed a partnership agreement with several NGOs for the protection and preservation of the mangrove, as well as with the Togbin-Adoungo association of women salt producers. This agreement aims to financially support the implementation of maintenance, monitoring and preservation actions, and to support women salt producers to encourage them to protect the mangrove forest (essential to the survival of many animal and plant species) through their activities. In the long term, it will allow the mangrove to fully play its natural role of air purification and the fight against greenhouse gases.



Raising awareness of waste reduction ('Bunkete'), AGL RDC. Congo Terminal and Renatura raise environmental awareness among children.



Congo Terminal and Renatura raise environmental awareness among children.



Congo Terminal and AGL Congo are committed to the fight against plastic.



Benin Terminal and AGL Benin, alongside the Ministry for the reaffirm their commitment to protecting the environment.



The "beach is not a dustbin" initiative, Congo Terminal.



AGL Guinea and Conakry Terminal are mobilising their employees for World Environment Day.



Fostering inclusive trade

Connecting and boosting territories

In a continent as vast and diverse as the African continent, the boosting and connecting of regions help promoting socio-economic development. AGL is actively contributing to increase intra-African trade, strengthen regional integration and foster local development.

CONNECTING COUNTRIES

As the first African integrated logistics network (present in 47 countries, as well as in Timor and Haiti), AGL plays a key role in facilitating trade between the different countries of the continent. By providing reliable and efficient transport and logistics services, we help reduce the logistical barriers that often impede intra-African trade.

AGL is committed to pursuing the connections of all African regions. These efforts are intended to strengthen the competitiveness of the corridors and

support the establishment in Africa of industries (processing in particular) as well as the diversification of economies.

By connecting regions, in particular in support of a corridor approach (for a total of 40 corridors operated by AGL across the continent), and by offering solutions adapted to the needs of local markets (e.g. last-mile logistics), we promote flow of goods and merchandise, contributing to economic exchanges and trade links between regions.



Signing of the concession contract for the multi-purpose and container terminal at the port of Lobito.

AGL's involvement in the development of the Lobito corridor

On 11 December 2023, AGL signed the concession contract for the Lobito Port Multipurpose Terminal. As part of this partnership, the company will invest to make the port of Lobito a modern, efficient and competitive maritime platform, capable of meeting the expectations of national and international customers, and contributing to the Angolan economy.

Beyond the construction sites and tertiary service companies that will be solicited, it will support industrialisation efforts and play a major role in the development of local agricultural

projects (facilitating its export opportunities).

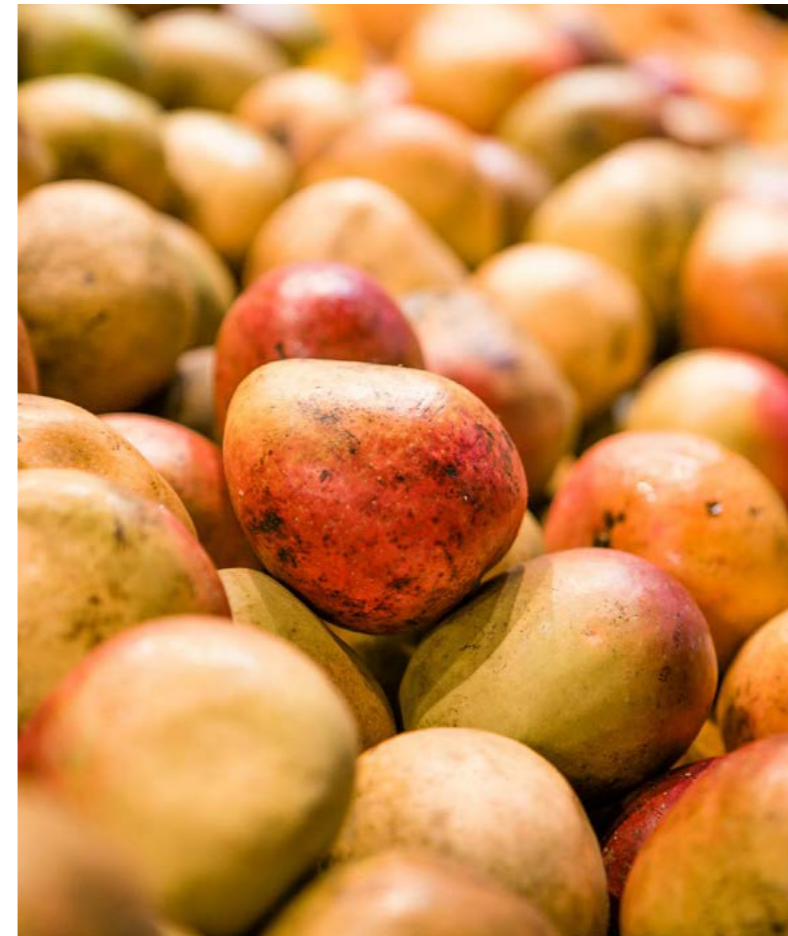
The port of Lobito is also positioned to play a strategic role in the global energy transition, as the main Atlantic gateway to the Copperbelt region. This port infrastructure will contribute to the transport of strategic minerals (copper, cobalt) to international markets. To this end, it will benefit from ongoing railway rehabilitation and construction projects that aim to connect the DRC and Zambia to Angola.

SUPPORTING AFRICAN REGIONAL INTEGRATION

AGL strongly supports African regional integration and actively contributes through its activities to increasing trade as enshrined in the African Continental Free Trade Area (AfCFTA).

Initiatives and strategies aimed at strengthening intra-African connections, and of Africa with the rest of the world, have a key impact in terms of territorial cohesion. They encourage trade and stimulate inclusive growth in Africa. Intra-African trade now accounts for 14% of Africa's exports (compared to 68 % in Europe)¹⁰.

As part of the regional integration process, AGL will continue to be a facilitator for African exports to the region and the rest of the world.



AGL in support of the agricultural sector of Côte d'Ivoire

AGL works on the successful journey of the Ivorian mango by carrying out handling services contributing to guarantee the integrity and traceability of products. Through specialised monitoring of container temperature and logistics, we provide reliability and continuity of service.

AGL thus carries out the storage of empty refrigerated containers (tested by our subsidiary PACOCI), positioning by customer and stuffing on the Ferkessédougou logistics base. The containers are then transported to Abidjan Terminal (container terminal of the Port of Abidjan operated by AGL) which also processes products such as coffee, cashew, cocoa, rubber and banana.

On site, a team of specialists is in constant contact with producers and offers a service dedicated to this type of goods (temperature monitoring, connections of refrigerated containers, management of the regularity of services, etc.).

AGL thus supports local producers (such as SODIPEX) at every stage from the harvest areas to the port and is at the centre of the success of the Ivorian mango export campaign.

⁽¹⁰⁾ Source: UNCTAD - Handbook of Statistics 2023 (2022 data).

Putting compliance at the heart of our activities

AGL has implemented a compliance programme corresponding to international standards in the fight against corruption and influence peddling. This programme also includes compliance with export controls and international sanctions programmes, as well as prevention of money laundering and terrorist financing.

AGL continues to demonstrate its strong commitment to integrity, transparency and compliance with the standards in the fight against corruption.

COMMITMENT OF THE GOVERNING BODY

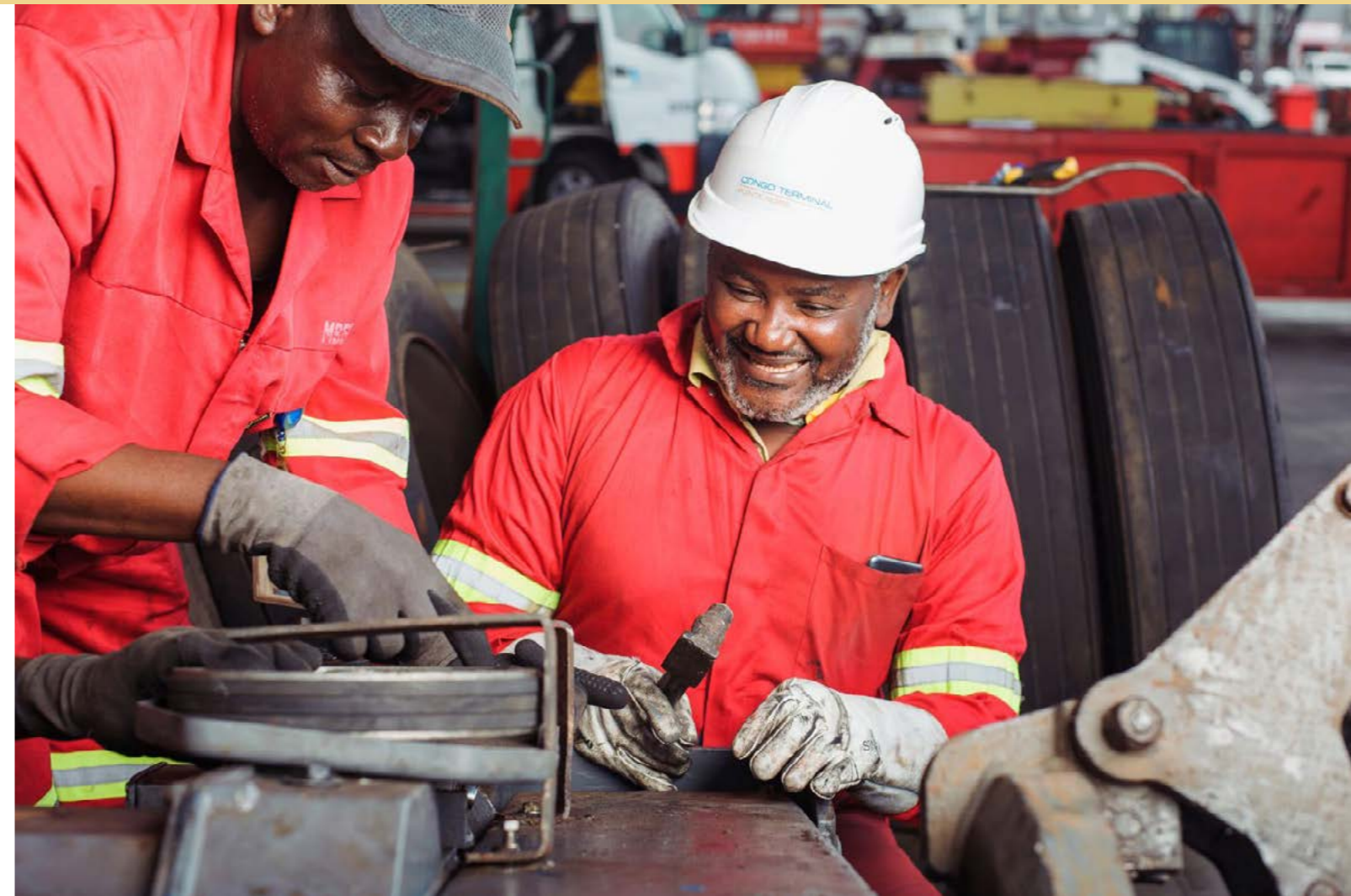
The governing body's commitment to implementation that integrates AGL's missions, competencies or activities is essential to ensure integrity within our company, but also in the establishment of appropriate means for such initiatives. AGL believes the fight against corruption is based on a proactive approach and concrete measures to promote transparency and accountability at all levels of the organisation.

ANTI-CORRUPTION POLICY

AGL has an anti-corruption policy that defines the conduct prohibited by law. This policy is applicable to all AGL entities; it is binding on all employees and is enforceable against our third parties. It is incorporated into the internal rules of the companies belonging to AGL having such rules and has been the subject of the procedure for the consultation of the employee representative bodies where applicable.

It is available on our website and translated into the main languages of the countries in which we operate, in French, English, Portuguese and Arabic. It was the subject of a dissemination campaign to all our employees in May 2023, with confirmation of knowledge of its content.

- 85% of employees with an email address completed their module on the code of conduct anti-corruption in 2023.
- The anti-corruption policy is issued to all employees (in paper or digital version) at the time of signing the employment contract.



Employee training, Congo Terminal.

INTERNATIONAL SANCTIONS

As a responsible and committed international company, AGL endeavors that all its operations, including shipping, terminals and any other activities within its scope of business, are conducted in compliance with all international sanctions laws and regulations, as well as standards governing restrictive measures in the field of export controls.

WHISTLEBLOWING SYSTEM

AGL encourages its employees and business partners to report any act or omission that would be contrary to applicable national and international regulations. To this end, the company provides a digital platform, accessible via the internet at <https://aglgroupp.integrityline.com>. The platform allows any report to be made anonymously, its author must act in good faith and not benefit from any financial consideration.

PERSONAL DATA PROTECTION

AGL attaches great importance to the protection of personal data that it is required to process in the course of its activities and ensures that such processing is carried out in accordance with the applicable regulations on the protection of personal data, Law No. 78-17 of 6 January 1978 on data processing, files and freedoms as well as the Regulation (EU) on the protection of natural persons with regard to the processing of personal data and on the free movement of such data (GDPR).



Strengthening our responsible procurement policy

In 2023, AGL worked to reinforce its responsible procurement practices. That year has been characterised by continuous efforts to promote a positive impact within our supply chain.

DEVELOPMENT OF OUR POLICIES

We have strengthened our sustainability and compliance commitments, notably by revising our responsible procurement policies to include social, environmental and ethical considerations in our procurement processes. We have updated and reinforced our sustainability and compliance clauses in our central supplier contracts in keeping with our values and objectives in terms of sustainability.

The deployment of our responsible procurement policy makes it possible to integrate ethical, environmental and social criteria into our acquisition process of products and services. Our strategy in this area promotes better monitoring of our suppliers and helps us identify sources of supply capable of fulfilling specifications defining targeted requirements in terms of innovation, sustainability and risk management.

MITIGATION OBJECTIVES

AGL worked to strengthen supplier vigilance and promote ethical and sustainable practices. Our action plan includes awareness-raising and training for our employees and supplier partners, as well as the establishment of monitoring and control mechanisms.



170 tonnes of UNHCR relief supplies transported by AGL Chad.

OUR PERFORMANCE INDICATORS

We use a variety of performance indicators to measure our progress on responsible procurement. These indicators allow us to measure the effectiveness of our actions and track our performance over time.

Supplier compliance rate with the Responsible Procurement Charter

AGL has achieved an 84% rate of signature of our Responsible Procurement Charter by our active suppliers. This represents a change of +6 points from last year, and nearly 300 central suppliers have committed to our sustainability principles.

Number of corrective actions as a result of supplier assessments

AGL has implemented a rigorous supplier assessment process, with clear mechanisms to identify non-compliances and opportunities for improvement. In 2023, we took appropriate corrective action in response to these assessments as part of a continuous improvement process.

These indicators, among others, allow us to measure our progress and identify areas where additional efforts are needed.

“ The year 2023 was marked by significant steps forward in our commitment to responsible procurement. At AGL, we remain resolutely committed to strengthening our policies, achieving our objectives and creating a long-term positive impact for our stakeholders. We are grateful to our people and partners for their contribution to this process and their mobilization for working together constructively. ”

Delphine Coudray,
Procurement Director - AGL

ACTIONS AND IMPACTS

AGL implemented several actions during the year 2023 to strengthen its supply chain, such as:

Strengthened collaboration with suppliers

We intensified our dialogue with our existing suppliers in order to reinforce our partnership and identify areas for improvement together. We have set up detailed supplier questionnaire campaigns, reviewing several key aspects of their performance. These assessments, based on criteria ranging from timeliness to compliance, allow us to identify sustainability, ethics and compliance risks as well as opportunities for optimization. In a collaborative approach, we exchange with our suppliers and take, if we deem it necessary, appropriate corrective measures to ensure compliance with our requirements criteria. These assessments help maintain strong relationships with our business partners and meet the growing expectations of our stakeholders. At the same time, we have put in place an information collection automation tool that simplifies and speeds up the supplier referencing process, ensuring that all the necessary documents are complete before initiating any collaboration. This collaborative and automated approach builds transparency and trust in our supply chain.

Learning and awareness

We continued our commitment to raise awareness and train our employees and our supplier partners on the challenges of responsible procurement. In 2023, our employees are made aware of issues related to human rights, environmental practices and the fight against corruption in the context of procurement.

Review of social and environmental clauses in contracts

We have strengthened the integration of social and environmental clauses in our contracts with suppliers, to ensure their compliance with our sustainability approach. These clauses state expectations in terms of working conditions, environmental protection and respect for human rights.

These actions demonstrate our efforts to participate in the establishment of fairer commercial relationships.

Acting in favour of employment, skills development and local value creation

CONTRIBUTE TO LOCAL JOB CREATION

Through its presence in 49 countries (including 47 in Africa), AGL directly employs more than 23,000 people with 98% from our countries of operation. AGL is also the source of indirect jobs through its numerous activities of purchasing local goods and services that contribute to supporting the development of a significant number of local jobs.

AGL contributes directly and indirectly to the growth of local economies as well as services for the population. The relationships established with local populations and with various local actors (in particular associations) make it possible to be part of a dynamic that is as close as possible to their challenges.

Besides, as part of our activities, we work to strengthen local skills in order to support the emergence of real sectors of national expertise.

By investing in training and skills development for young people, we are also helping to promote economic empowerment and build entrepreneurial capacity at the local level.

“ The vast majority of our businesses are run by African people. [...] The majority of our business in Africa is to be run by African people. ”

Philippe Labonne,
CEO of AGL
(Jeune Afrique interview, 9 March 2024)

DEPLOY A SYSTEM FOR SHARING AND DEVELOPING SKILLS

AGL is aware of the significant challenges of developing the transport and logistics sectors for African economies. Being a credible player in the continent’s development requires the development of skills and talents across the continent. Our needs for skilled employees depend on the adequacy between training and business expectations. This is why AGL targets technical and vocational training as a priority area for action.

AGL created training centres through partnerships with public institutions. They demonstrate our will to meet the most relevant challenges of skills development in our sectors of activity as well as the social and professional integration of young people on the continent.

For instance, AGL launched the Ecole du Transit (in 2023) in partnership with the National Employment Agency of Abidjan and the Ecole Supérieure des Métiers Ferroviaires (ESMF) in Bobo-Dioulasso (Burkina Faso) with the Ministry of Higher Education and the Ministry of Transport.

The Ecole du Transit offers a tailor-made course, developed by the training department of AGL, with work-study courses (over 6 months) for young jobseekers in order to promote their professional integration.

The ESMF aims to help overcome the lack of young graduates in the rail sector and to participate in the emergence of a sector of African business expertise. It is also the only school in the sub-region that trains in railway business. It helps meet the needs of Sitarail (concession operated by AGL) but more broadly serves the entire regional railway ecosystem.

AGL has also established the Pan-African Port Training Centre in Abidjan, in connection with the Ministry of Technical Education, Vocational Training and Apprenticeship.

“ We are pleased to have participated in this programme whose training has exceeded our expectations. We are now trained to respond to transit related issues and ready to serve wherever our skills are needed. ”

Inza Nabil Timité, spokesperson for the interns – École du Transit

“École du Transit” in Abidjan

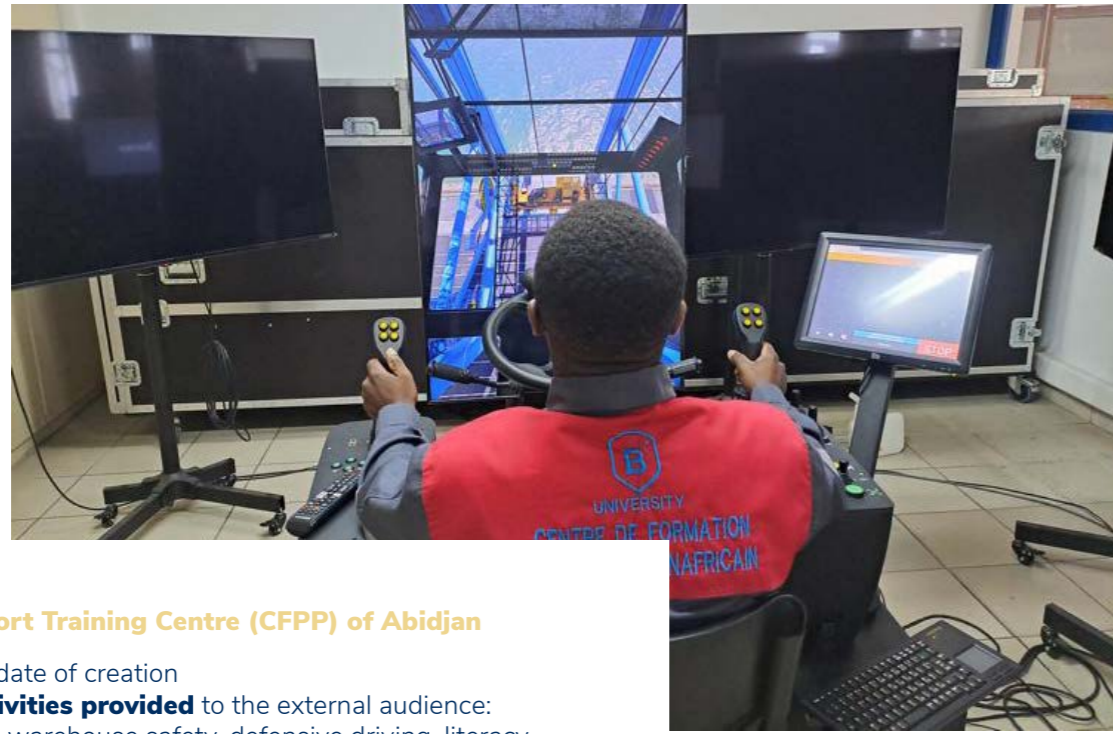
- **March 2023:** launch date
- **6-month course** / company work-study training
- **2 groups of 10 people** from the National Employment Agency
- **15 training modules of 2 days**, completed with e-learning sessions and scenarios
- **Collaboration and co-hosting** between the Training Department and 15 AGL experts
- **80%:** final integration rate at the completion of training

“ We are pleased and proud to launch the first class of our “École du Transit” programme. Training is an excellent lever to support young people towards employment, we are thus making our contribution to the promotion of young talents in Côte d’Ivoire. ”

Joël Hounsinou, Managing Director - AGL Côte d’Ivoire



First class of graduates from the École du Transit, Côte d’Ivoire.



Simulator for training gantry crane operators by CFPP, Ivory Coast.

Pan-African Port Training Centre (CFPP) of Abidjan

- **June 2012** : date of creation
- **Training activities provided** to the external audience: safe hoisting, warehouse safety, defensive driving, literacy
- **190 external staff trained** in 2023
- **93 SEMPA** (Abidjan) dockers benefited from 1,955 hours of training in 2023, for example

“École Supérieure des Métiers Ferroviaires” (ESMF) in Bobo Dioulasso

- **February 2016**: opening date
- **Training of young graduates** at BAC+2 level
- **8 internal trainers** (Sitarail) and 24 external trainers
- **240 people trained** since 2016, including 35 in 2023
- **65%** insertion rate at the end of the training course



Metrology students from the Institut National Polytechnique Félix Houphouët-Boigny visit SITARAIL.

Sitarail presents the École supérieure des métiers ferroviaires (ESMF) at Orientation Week, Burkina Faso.

PARTICIPATE IN STRENGTHENING LOCAL CONTENT

Across the continent, local content regulations are expanding.

As part of the management of its operations, the development of its projects but also the maintenance of the facilities, AGL calls on hundreds of suppliers and subcontractors in each country.

AGL tries, where the good or service exists locally, and it is offered at the equivalent cost of a non-local offer, to give preference to the local supplier. This local supply is likely to contribute to the growth and development of a local ecosystem and the emergence of national and regional champions.

Since 2023, AGL has been working to set up an initiative - through a pilot project in Senegal - to structure and strengthen the impact of its actions in support of the development of its ecosystem of local suppliers.



AGL signs a partnership with CI20 to bring together the best of Côte d'Ivoire's start-ups and support innovation.

The objective of this initiative is to be able to rely on local partners trained in the best practices of the sector, international standards, robust procedures, as well as competitive digital solutions.

Our ambition is to continue to forge more partnerships with African actors, to help create a virtuous ecosystem for the development of local supply chains in Africa that today correspond to a priority of the continent.

Testimony of 3S, an AGL supplier in Senegal

“ For more than a decade, our partnership with AGL has been a real asset to our company. Initially created for the rental of mobile toilets during special events, we quickly expanded by adding waste collection, waste sanitation and emptying. Building a strong and successful partnership has allowed us to maintain our profitability. As a result, we have been able to gradually increase our investments over the years to be able to respond to our clients' needs while complying with international standards. Our partnership with AGL has helped strengthen our reputation and positioning in the Senegalese market. Today, we are no longer talking only about a commercial relationship but a beneficial relationship for both AGL Senegal and 3S. We are proud to be part of this adventure and are convinced to grow even stronger and further together. ”

El Hadj Talla Fall, Managing Director - 3S

AGL intends to continue and accelerate its investments in Africa with the conviction that economic actors on the continent have a decisive role to play in contributing to its development, in creating employment for young people, in training them and in enabling Africa to develop intra-African trade. This necessary role is a major lever for prosperity and peace across the countries of the continent.

Engaging with local development actors

Africa's geographical, cultural and economic diversity creates unique challenges in terms of territorial development. Disparities between urban and rural areas, as well as development gaps between countries, require an integral, inclusive and balanced approach.

Regional dynamism requires the reduction of these gaps by promoting access to basic services and resources. It is based on structuring investments in multimodal infrastructure, with a corridor approach integrating the service of hinterland and landlocked countries. AGL thus provides its comprehensive expertise ("door to door") to facilitate logistics even in the most isolated areas.

AGL is committed to supporting territorial development in Africa by promoting the emergence of logistics solutions adapted to the needs of local populations and communities. By working in partnership with authorities, companies and professional organisations,

and in conjunction with civil society organisations, we are helping to build logistical capacity at the local level, thereby creating employment and economic development opportunities.



Launch of phase 2 of the project to extend the MPS 3 terminal in Ghana.

AGL partner of cotton companies from Sahelian countries

While changes in the political situation, and sometimes the crises some countries may go through, have an impact on the functioning of business, AGL maintains a close dialogue with its stakeholders and continues to provide its services, particularly in support of local agro-industrial layers.

For example, AGL has West African cotton producers among its major customers. As logistics provider of these large local cotton industries, the company is involved in the cotton export campaign from Burkina Faso and Mali.

As such, AGL works on being a reliable and trustworthy partner. The company is aware that, despite the sometimes difficult contexts, the essential economic activities of the country must continue.

As an African company with a long-term commitment, AGL is proud to support local economic growth and contribute building resilient supply chains.

Taking part in innovation

STRENGTHENING DIGITALISATION

Information and communication technologies are powerful tools for connecting territories and stimulating development in Africa. The expansion of telecommunications infrastructure, access to high-speed internet and the development of digital applications can transform local economies, build entrepreneurial capacity and improve access to health and education services, among others.



Africa, the most connected region in the world

Over **500** million internet users

Over **700** million mobile subscribers

This is why AGL is a partner to its customers in the fast-moving digital sector as new continental consumption patterns require an agile and flexible supply chain as well as integrated logistics services.

AGL is also a consumer of communication services and is actively seeking to be part of the digital transformation strategy and technological innovation in the logistics sector in Africa. By relying on the latest advancements such as real-time tracking systems, mobile applications (e.g. Camrail digital passenger ticketing, online billing application for port terminals, etc.), and AI-based supply chain management solutions, we are improving the efficiency and transparency of our operations, while reducing our environmental footprint.

Through investment in the research and development of new technologies tailored to Africa's specific needs, as illustrated by the extension of AGL's (Ascens) ISD to Côte d'Ivoire and the planned launch of the Yiri Innovation Centre in Abidjan in early 2024, we are helping to strengthen technological capacities and promote growth.



Addressing social challenges

Promoting and safeguarding human rights

OUR COMMITMENTS

Our company stands for the variety of its business lines and its expertise in the maritime, port, logistics and rail sectors, as well as for the cultural diversity

of its teams, a real asset given the complexity of our constantly changing environment.

We invest in the development of our employees by offering a course organised around 4 axes:



With this policy based on the development of our employees, AGL makes the respect and promotion of human rights a strong line of action.

Beyond compliance with local regulations, we are committed to implementing measures in accordance with:

- **The United Nations Guiding Principles** on Business and Human Rights
- **The OECD Guidelines** for Multinational Enterprises

These measures allow us to adhere to internationally recognized human rights and labour standards, and in particular :

- **The Core Conventions** of the International Labour Organisation
- **The International Bill of Human Rights**

OUR PRIORITY ISSUES

AGL acts as a responsible employer and providing a safe working environment, conducive to the development and well-being of its employees.

But beyond our vigilance and our control over the respect of the rights of our employees in the countries in which we operate (i.e. health/safety, remuneration, working time, non-discrimination, wage representation and forced labour of minor workers), the new normative and societal expectations in terms of human rights imply taking more broadly into account the impacts of our activities on the interest of third parties and the surrounding communities.

In this context, we follow 3 main axes:

- **Respect for the rights of workers** throughout our value chain
- **Respect for the fundamental rights** of the communities and residents of our activities
- **The constant search for a positive** societal contribution.

Respect for human rights guides the actions of each of our employees.

ESTABLISHMENT OF A VIGILANCE PLAN

During 2017, French regulations were supplemented by the law on the duty of vigilance of parent companies and subcontracting companies. Its objective is to make transnational companies accountable in order to anticipate and prevent the occurrence of tragedies. The companies concerned must therefore draw up a vigilance plan.

AGL is subject to these regulations and therefore establishes an annual vigilance plan, detailing the measures implemented to reduce risks in three areas:

- **Human rights** and fundamental freedoms
- **The working conditions**, including health and safety of persons
- **The environment**

AGL's vigilance plan was updated in 2023 and will be fully reviewed in 2024.

The vigilance plan is prepared, in conjunction with the External Relations Department, by the Sustainability Department in charge of the study, the development, the analyses and the recommendations to be then applied by the subsidiaries and the businesses concerned by the identified risks, in particular the QHSE, Sustainability, Procurement, Legal, Human Resources and Compliance departments.



AGL supports the fight against cancer, Akournam (Gabon).

Acting for diversity, equality and inclusion



Camrail's mobilization for International Women's Day, Douala (Cameroon).

PROMOTION OF DIVERSITY

Committed to diversity, our global recruitment policy is governed by a Diversity and Inclusion Charter.

Faithful to this ethic, AGL therefore continues to uphold:

- **Non-discrimination**
- **Support for equality** between men and women
- **The professional integration of young people**, in particular in connection with the sponsorship policy.

In 2023, out of more than 2,070 recruitments, 12% involved young persons below 25 years of age. An issue that continues to increase in importance as Africa's youth population continues to grow rapidly.

In fact, the African Development Bank states that 477 million people are currently under the age of 25 and the World Bank predicts that people under the age of 25 are set to comprise 50 percent of the population of sub-Saharan Africa by 2050.

Our commitment to youth starts in primary school. In compliance with applicable laws, AGL supports education and local development, opening up new perspectives for children by contributing to projects to create a new learning environment conducive to academic development.

Inauguration of a primary school in Bendèfikhè

“This initiative is part of our commitment to local communities and our desire to promote access to quality education for young people in Guinea in general and those in Boffa in particular. It is with enthusiasm that we invest in this educational project, because education is the fundamental pillar to support the development of a country.”

Fabjanko Kokan, Regional Director - AGL Guinea-Sierra Leone Leone-Liberia



PROFESSIONAL EQUALITY FOR WOMEN AND MEN

The increased number of women in our business lines reflects our strong focus on promoting gender equality as set forth in our human capital development policy.

AGL now has 20% women (an increase of 1.7% compared to 2022) in its workforce. They also represent 24% (an increase of 4% compared to 2022) of all managerial positions. AGL promotes women executives at all levels of responsibility, including several Managing Directors.

Asta-Rosa Cissé was the first woman appointed to a position of Regional Director within AGL for the Côte d'Ivoire - Burkina Faso region. She oversees the company's activities and developments in Côte d'Ivoire and Burkina Faso and coordinates port and maritime activities, as well as rail (Sitarail) and logistics (AGL Burkina Faso – AGL Côte d'Ivoire) activities.

In our countries, in compliance with applicable laws, we have set up programmes to support young girls in technical fields with excellence scholarships, internships in companies and mentorship initiatives.



An example of our commitment Abidjan Terminal supports the inclusion of young girls in scientific fields

A partner of the Société Mathématique de Côte d'Ivoire, which organises a competition to encourage young girls' interest in scientific series, Abidjan Terminal rewarded the best students in the 3rd grade classes during the distinction ceremony organized on 28 July 2023, in Abidjan.

For Abidjan Terminal, this commitment to the Société Mathématique de Côte d'Ivoire will make it possible to identify future talents capable of boosting the industrialisation of the country, in particular through scientific research in Côte d'Ivoire and Africa.

The company also supports several initiatives for the integration of women in the field of logistics, in particular by supporting the initiatives of the WILA organisation (Women In Logistics) in Côte d'Ivoire.

“It is with immense pride that I welcome this appointment*. I would like to express my gratitude to AGL and its CEO for appointing me. I will work with the Managing Directors and the 5,000 employees of our various subsidiaries in Côte d'Ivoire and Burkina Faso, to grow our business. I am convinced that with everyone's expertise and commitment, we will succeed.”

Asta-Rosa Cissé, Regional Director of AGL for the Côte d'Ivoire – Burkina Faso region (*1 November 2023)

In 2023, it is illustrated through:

2,000 recruitments, of which more than 25% were women

934 employees trained in management, of which 27% are women

63%

of our employees

have benefited from at least one training action

AGL is pursuing its efforts in favour of professional equality between women and men, in the countries in which we operate. Our commitment is based on the following 3 objectives:

- 1 **Continue** to foster the participation of women in occupations where their representation is still low.
- 2 **Promote** women's access to positions of responsibility, in particular through the selection of more women in management training programmes.
- 3 **Support** women in their professional development

Keeping on attracting and engaging talent

In an environment where almost a third of the population is under 25 and 60% of jobseekers are young people, the competition for talent in Africa is intense.

In order to ensure the sustainability and development of our business, AGL endeavors to attracting, developing and retaining the best talent, while contributing to the education and training of future professionals.

AGL strengthens its image as an employer through five main areas:

- **A transparent recruitment** process
- **Continued partnerships** with target schools / universities
- **Skills development** through training and professional exposure
- **Opportunities** for professional mobility
- **Employees' expression**

RECRUITMENT

Recruitment has a fundamental strategic importance, closely linked to AGL's objectives and new development challenges. It plays a decisive role in the performance of the company by ensuring the integration of the best profiles in line with the culture and values of AGL.

In accordance with the legal provisions in force, AGL undertakes to guarantee a transparent, fair and free of any conflict of interest recruitment process within all its subsidiaries.

Gender equality in the workplace and the promotion of diversity are the two strong focuses of AGL's recruitment process.



AGL presents its opportunities to 3,000 students at the 10th 'Internship Forum', Côte d'Ivoire.

SCHOOL RELATIONS

In 2023, AGL renewed or signed partnerships with 57 schools across Africa, including 34 schools dedicated to logistics professions, and works with more than 300 schools across its network.

Thanks to these successful collaborations, we have had the opportunity to host and train more than 1,400 trainees and apprentices. Of these, more than 310 (nearly 25%) were recruited at the end

of their apprenticeship period, demonstrating the effectiveness of our training programmes and our commitment to talent development.

AGL also reaffirmed its support for African-focused student associations. As an example, AGL renewed its partnership with the association EDHEC for African Business.

SKILLS DEVELOPMENT

Vocational training is crucial for ensuring our employees can adapt to the work station and maintain their long-term employability.

AGL is committed to fostering both technical skills and behavioral competencies to meet the demands of our increasingly competitive and dynamic environment

The expansion of e-learning has made training more accessible across the African continent. In 2023, 62% of our employees participated in at least one training session.

We are convinced that offering our employees opportunities to work on cross-functional and/or strategic projects, new tasks or areas of responsibility, or a change of position is the way to achieve the most significant and fastest progress in learning.

To enable us to propose these developments, we rely on the work carried out during the Career Committees organised in various countries (which we intend to extend progressively to as many countries as possible) and at AGL's headquarters.

During these committees, exchanges focus on our key positions essential to the proper functioning and sustainability of our organisations but also the skills necessary for our future challenges.

The workforce review process, which is the other part of the Career Committees, makes it possible to propose development actions for our talents, such as a change of position, mobility or training essential to their development.

PROFESSIONAL MOBILITY

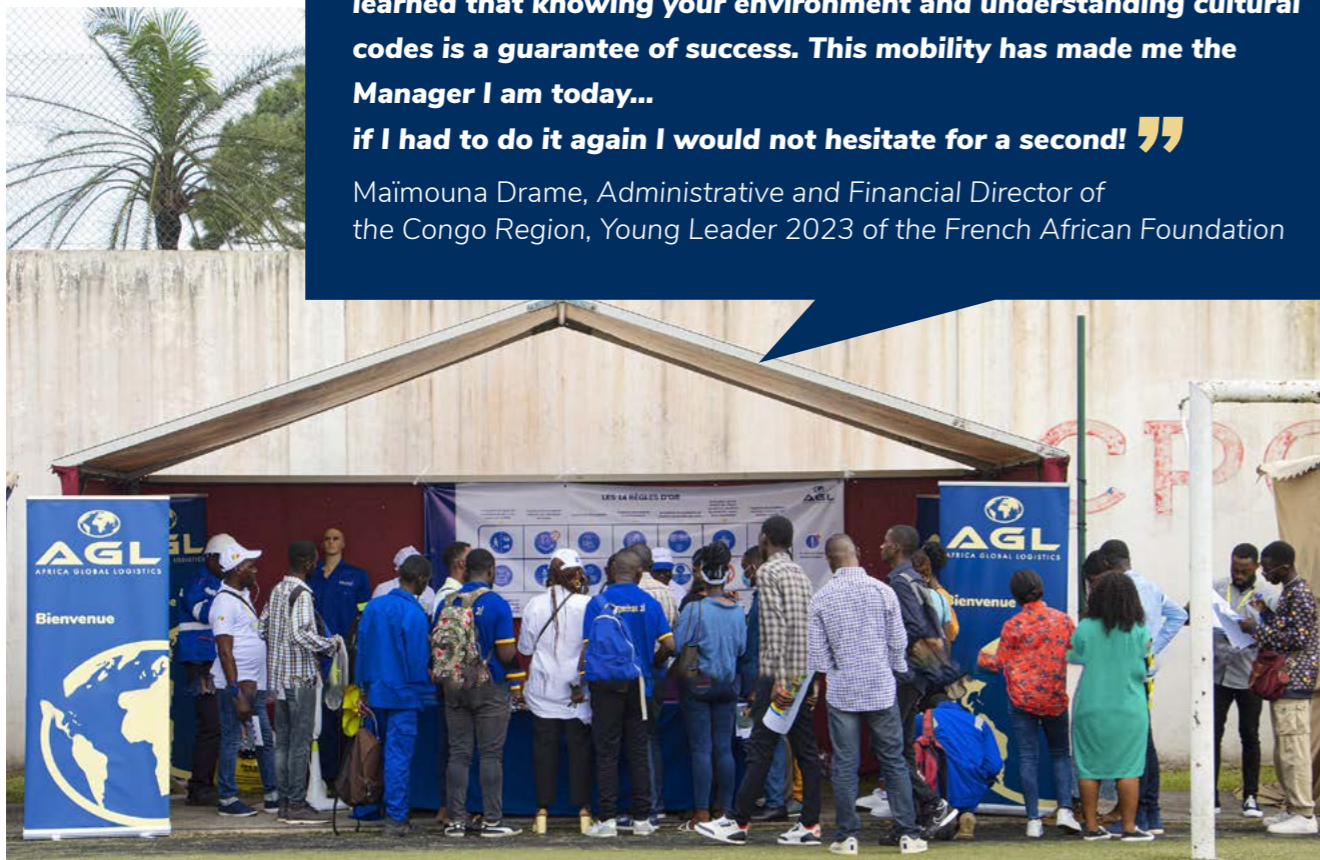
Professional mobility remains an element of focus in terms of career management. Drawing on the diversity and complementarity of its businesses, AGL offers professional and functional development opportunities for its employees.

Our presence in 47 countries on the African continent allows us to offer our employees mobility opportunities between France and Africa, between different African countries but also in Timor-Leste and Haiti.

In 2023, more than 235 employees benefited from intra-continental mobility in career management.

“ Geographical mobility has been decisive in the development of my career! I joined the Group in May 2013, then in March 2015, I came to Senegal and my mobility adventure began. In 10 years, I have held positions in 5 countries and covered 11 countries on the perimeters assigned to me, from the Francophone Africa zone to the Anglophone zone. Throughout my career within the Group, I have benefited from the constant support of my superiors and mentors who have been able to guide me. Mobility has boosted my career. But, beyond the technical skills, I developed a great humility, an open mind, resilience, taking a step back. In addition, I have learned that knowing your environment and understanding cultural codes is a guarantee of success. This mobility has made me the Manager I am today... if I had to do it again I would not hesitate for a second! ”

Maimouna Drame, Administrative and Financial Director of the Congo Region, Young Leader 2023 of the French African Foundation



World Day for Safety and Health at Work, AGL Congo.



The 'New TMS' project team trained by AGL in change management, France.

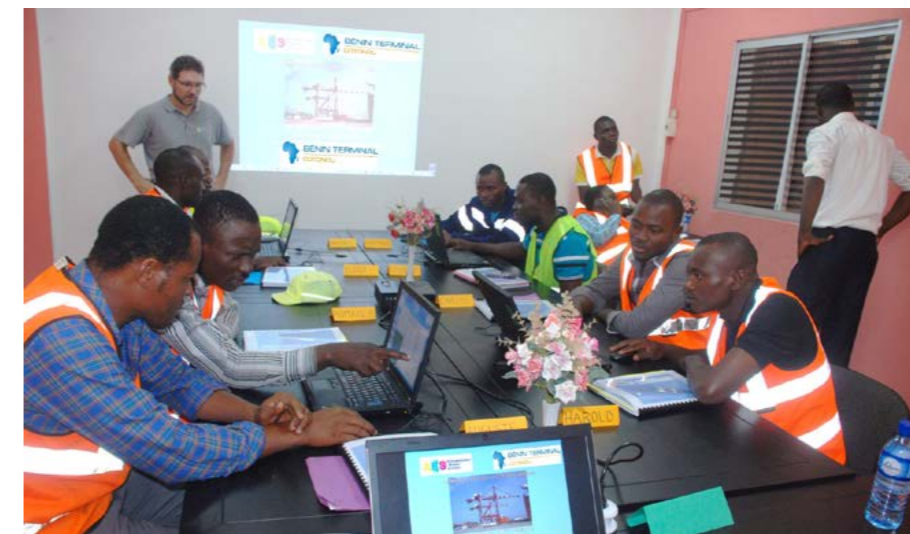
FOSTERING SOCIAL DIALOGUE

For AGL, it is one of the fundamental rights of employees. It is expressed by respect for the representation of employees, by respect for information and consultation procedures and by a sustained and constructive social dialogue.

AGL respects social dialogue and, where required by law, we engage in organising professional election for employee representatives, as was the case at Ascens Paris in 2023, to allow employees to have staff representatives and to be able to negotiate their own collective status. Out of all the countries in which AGL operates, we have more than 580 employee representatives elected.

Where applicable and possible, AGL works through HR and local employee representatives to foster constructive dialogue on such things as working conditions, reducing discrimination, encouraging diversity and promotions based on merit. Thus, 63 company agreements were signed or renewed in 2023.

Wishing to promote such dialogue, the company has established guiding principles, which the Human Resources Departments deploy and adapt to local specificities and regulation.



Training for Benin Terminal employees in electrical equipment and automation.

Promoting health and safety for our people

AGL deploys a QHSE integrated management system (IMS) based on recognised international standards, particularly in terms of health and safety (ISO 45001 or other international standards).

The implementation of these management systems means that the health and safety of AGL employees is taken into account on a daily basis through appropriate policies and procedures managing the health and safety potential risks.

AGL invests in the reduction of occupational risks and accidents, the improvement of working conditions, as well as in the training and awareness of its employees and stakeholders working on the sites.

The IMS is broken down according to the business line and its context, based on the QHSE policy, aimed to enhance a safe working environment, equipping facilities in accordance with the standards and regulations in force.

AGL'S MULTI-SITE INTEGRATED MANAGEMENT SYSTEM (IMS)

In 2023, AGL reviewed and updated its IMS. It was audited in April 2023 by Bureau Veritas, resulting in triple ISO 9001, 14001 and 45001 certification. This multi-site certification, which concerns the headquarters and the logistics subsidiaries and maritime subsidiaries of Africa Global Logistics in Africa, attests to the compliance of the mechanisms put in place.

Today, this certification covers the processes of AGL's headquarters as well as 154 sites in 28 countries. A scope extension to new businesses (maritime head office, rail) and new sites is already planned for 2024.

8 concessions are ISO 9001 certified, 5 are ISO 14001 certified and 4 are ISO 45001 certified. The certifications will continue to be deployed in 2024, with an ISO 9001 certification plan for Carena and Timor Port SA, ISO 14001 for Congo Terminal, and a triple certification envisaged for Côte d'Ivoire Terminal.

Some entities also hold other business certifications (security: 15 ISPS entities, 3 TAPA entities; cyanide transport: 5 ICMC entities; pharmaceutical: 1 GDP entity; food safety: 1 ISO 22000 entity).

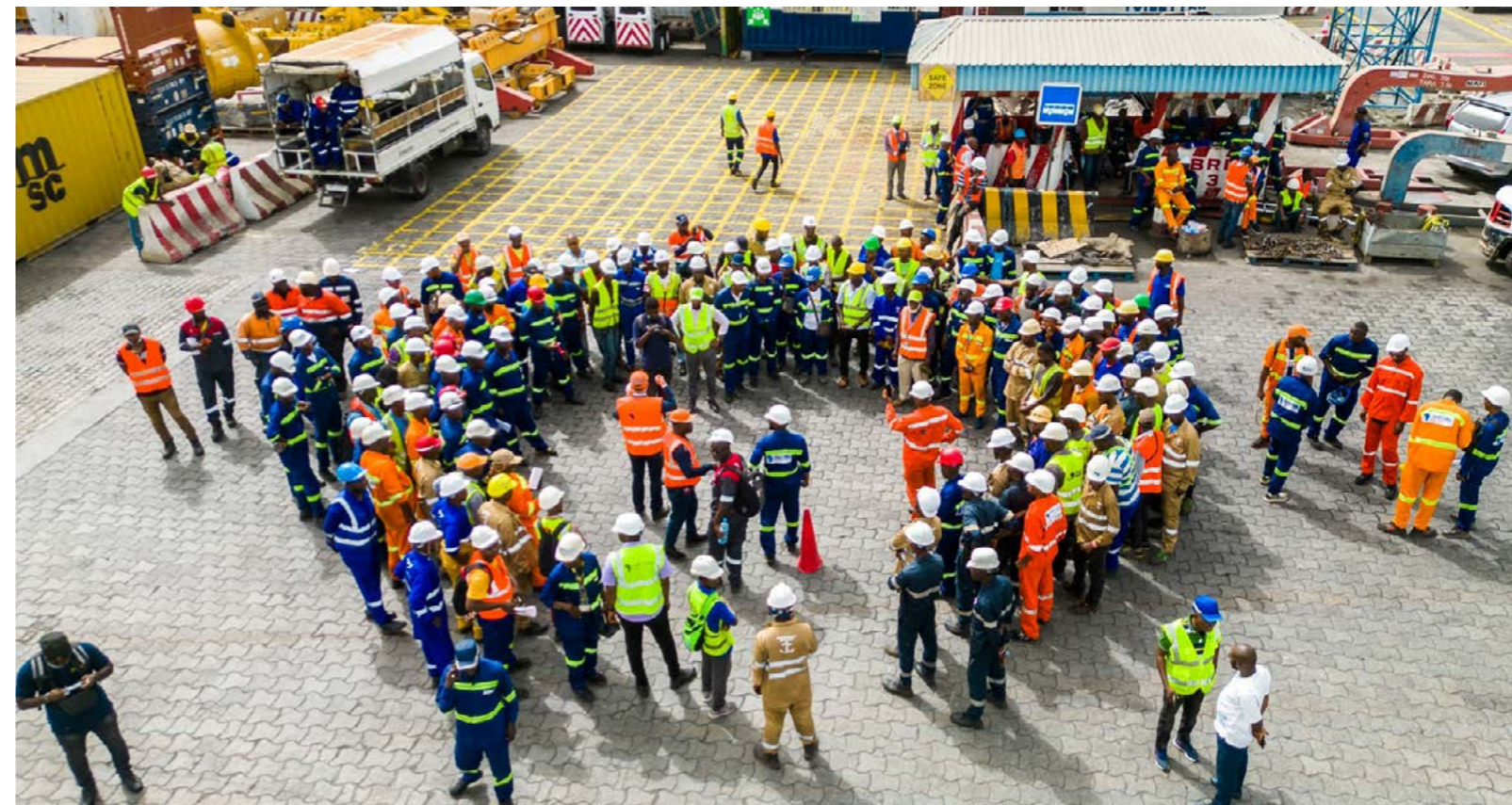


Launch of the 'Zero Accident' Plan, Congo Terminal.

In 2023, as every year, general QHSE objectives were defined jointly by AGL's General Management and QHSE Management, and then deployed within the entities. In addition, the General Management of the entities set local objectives (adapted to their context), monitor the application of the action plans and improvements, through the analysis of incidents/

accidents, the conduct of audits, inspections and the analysis of performance to measure the effectiveness of the QHSE management system.

AGL publishes an annual internal QHSE report addressing all operational issues and topics (indicators, certifications, specific actions deployed on the sites).



AGL Guinea and Conakry Terminal are raising employee awareness of accident prevention.

In accordance with its IMS, AGL implements actions and programmes relating to safety at work, including:

Pedestrian Free Yard
It is an integral part of the security management system that covers 100% of entities and concessions. This internal procedure contributes to making container terminals places where pedestrian access is limited as much as possible. Its implementation has significantly reduced the number of accidents and incidents. We regularly conduct checks on our practices and processes with a view to improve where relevant. Of the 22 AGL entities that are integrated into the Pedestrian Free Yard labelling process, 5 entities are ISO 45001 certified.

Safety Management System for the railway activity
AGL has worked to develop a tailor-made railway safety management system (SMS) for its two railway entities based on the ERA (European Union Agency for Railways) reference system. In 2023, Camrail initiated the adaptation process with the aim of strengthening the security of the network.

Objectivation on the «zero serious accidents» result
AGL has put in place the objectivation of both port terminal and railway activities' management based on the safety results of their scope. This encourages the commitment of managers and the daily consideration of safety issues.

Inspections and controls of operations
Before use, the equipment is inspected internally to ensure good safety conditions. In parallel, the entities' QHSE teams carry out planned or unannounced checks on various parameters. For example, alcohol or drug testing is conducted randomly prior to taking up a position for employees who are required to drive vehicles or occupy positions identified as being of major risk. In 2023, more than 150,000 HSE audits and inspections were conducted within AGL entities.

Training and awareness-raising actions
Awareness-raising and training activities on health, safety and environment issues, adapted to the activities and regions of establishment are regularly organised. In 2023, AGL conducted over 357,000 hours of training on safety issues.

World Day for Safety and Health at Work
This day is celebrated every year (28 April) within the AGL entities (see insert).

World Day for Safety and Health at Work and launch of the “Zero accident” plan

In 2023, the International Day for Safety and Health at Work highlighted the fundamental right of workers around the world to be able to work in a safe and healthy environment. AGL entities took action and organised numerous initiatives such as awareness sessions with employees and stakeholders, fire drills, vaccination campaigns, a security week, emergency drills, screenings, etc. In total, more than 70 initiatives were reported with the participation of over 3,000 people.

This day was also an opportunity to launch the “Zero accident” plan and to bring it in each AGL entity, with the support of the entity QHSE managers who presented the plan to their management committee and the support of AGL's General Management through a video presenting the main risks and principles of the “Zero accident” plan.



“Zero accident” plan
This plan was built with the aim of harmonising practices between business lines, around five topics and will serve as a guide for the years to come. It aims to be complemented by new issues along the way. Monitoring is carried out by the QHSE teams in conjunction with the operational and support departments. Periodic reporting on the progress of the initiatives of each pillar is carried out by AGL entities. The pillars relating to risk analysis and the 14 golden rules are established as a priority.

<p>Management committed to HSE Un management engagé en matière de HSE HSE initiatives supported by all Initiatives HSE portées par tous</p>	<p>Clear, non-negotiable rules known to all Des règles claires, non-négociables et connues de tous 14 Golden Rules 14 règles d'or</p>	<p>Risks identified and prioritized Des risques identifiés et priorisés Risk Assessments Evaluation des risques</p>	<p>Analyzed data facilitating decision-making Des données analysées facilitant la prise de décision Reporting of warning signs Reporting des signes précurseurs</p>	<p>Mutually effective controls Des contrôles mutuellement efficaces Cross audits and inspections Audits et inspections croisés</p>
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Accident prevention
We regularly assess what accident risks affect our sites and processes so as to adopt appropriate mitigation and reduction actions. For example, in port terminals, the major risks relate in particular to handling activities. Crane operators working at a height of 70 metres benefit from adapted working time arrangements (break time, staff turnover). Regarding conventional handling, training programmes dedicated to risk prevention are provided to employees and subcontractors representing most of the port workforce for these operations.

Adaptation of crisis management plans
In the event of a major accident, a crisis management plan has been drawn up by AGL and is managed at the headquarters with a reporting plan and a list of immediate actions. This crisis management plan is supplemented by emergency plans in each of the entities as well as a business continuity plan.



Raising awareness among staff and subcontractors in the various work units on the theme of 'A safe and healthy working environment as a fundamental principle and right at work', Camrail (Cameroon).

Digitisation of QHSE activities

In 2023, AGL launched the digitisation of its QHSE practices through the development of digital tools to make all activities related to supervision or safety management reliable and simple. The table below provides the details of all the tools whose development or deployment was launched in 2023:

<p>Progress</p> <p>Management tool for anomalies, malfunctions or other non-conformities. It allows the recording, addressing, analysis and monitoring of actions promoting the treatment of a malfunction and the management of an action plan.</p>	<p>AKWABA</p> <p>Electronic document management tool, making it possible to manage the process of creating, validating, approving and distributing a document digitally</p>	<p>QHSE INSPECTIONS</p> <p>Digital inspection and audit management tool, with action plan monitoring.</p>	<p>HSE</p> <p>Indicator entry tool, with automated dashboard</p>
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World Day for Safety and Health at Work, Congo Terminal.

OBJECTIVES	PROGRESS AS AT 31/12/2023
<p>Accident survey:</p> <ul style="list-style-type: none"> Total Recordable Case Frequency Rate (TRCFR) < 3.55 Lost Time Injury Frequency Rate (LTIFR) < 1.70 Lost Time Injury Severity Rate (LTISR) < 0.020 	<p>Objectives almost achieved or exceeded at the end of 2023:</p> <ul style="list-style-type: none"> TRCFR = 2.63 LTIFR = 1.72 LTISR = 0.019
<p>Where applicable, 100% of legal entities included in the scope of CSR reporting monitor their HSE performance annually in the Management Committee, Executive Committee or Board of Directors</p>	<p>Objective achieved by over 95% of entities reporting monitoring HSE performance in Management Committee, Executive Committee or Board of Directors</p>
<p>Where applicable, 100% of the workforce of the sustainability reporting scope covered by a health and safety management system</p>	<p>Objective almost achieved with over 95% of the workforce in the sustainability reporting scope covered by a health, safety and environment (HSE) management system</p>
<p>70% of entities covered by an HSE management system have at least one site certified by one of the following standards: ISO 45001, SQAS or ICMI</p>	<p>Objective almost achieved with 65% of entities covered by an HSE management system having at least one site health and safety certified or labelled by one of the following standards: ISO 45001, SQAS or ICMI</p>
<ul style="list-style-type: none"> Where applicable, assessment of the professional risks to be carried out by 100% of the legal entities included in the sustainability reporting scope Mandatory update every two years or in case of modification of activities 	<p>Objective almost achieved with 85% of entities declaring to have carried out an assessment of their occupational risks in 2023, over 95% of which declare to have updated it for less than 2 years</p>
<ul style="list-style-type: none"> Monitoring the number of people trained as part of HSE training 	<p>Monitoring integrated into HR reporting</p>
<ul style="list-style-type: none"> Where applicable, display of the HSE policy on the premises by 100% of the legal entities included in the sustainability reporting scope Mandatory information for newcomers Annual participation in the World Day for Safety and Health at Work to raise employees' awareness of the QHSE risks generated by the company (organisation of an awareness-raising action) 	<p>Objective achieved - Type of means declared to be used to communicate on the HSE policy:</p> <ul style="list-style-type: none"> 100% of entities declare to display it in the premises; 83% report informing newcomers about it;

MANAGEMENT OF VALUE-CHAIN WORKERS INTERVENTIONS

Where possible, subcontractor employees are held to the same standards as AGL employees. They undergo identical health and safety analyses and are measured against the same performance indicators, whether these are regulatory or contractual.

At AGL, adherence to occupational risk prevention rules by subcontractors and suppliers is a crucial criterion for establishing commercial relationships. This is formalized through a work authorization signed by both parties. Deviations from expected performance or pre-established objectives identified during inspections are addressed, documented, and corrected with appropriate measures.

Among the actions carried out by AGL in terms of prevention and protection of third parties, mention may be made of:

Protection of neighbouring population

With regard to railway activity, specific measures of prevention of potential issues are deployed:

- The General Safety Reference System defined a safety zone of 30 metres on either side of the track, in principle free of any construction or occupation of the site. This area is verified daily, for example by opening convoys. In the event of illegal construction around the tracks, it is up to the State to implement the necessary eviction measures.
- Vigilance committees are led by each of the rail networks, within the local communities. These committees carry out awareness-raising missions to village communities and entrust them with paid work through various missions of reporting malfunctions or damage on the tracks, weeding work, or seizure of illegal forest and wildlife products, thus contributing to the security of the national railway heritage.
- Training and awareness-raising activities for local communities, in particular on the safety constraints around the tracks, are carried out by the operating coordinators of each network.

Policy for the selection, authorisation and monitoring of subcontractors

A subcontractor management process is established for logistics activities. The aim is to ensure a level of HSE quality for us and our customers. HSE policies are communicated to all suppliers, subcontractors and stakeholders. A specific charter (Road Transport Charter for Carriers) is communicated to the carriers of the logistics activities. This Charter is part of a broader approach, aimed at minimising damage to people, cargo, equipment and the environment. It provides in particular for:

- the availability of adequate trucks in working order;
- defensive driving training;
- compliance at all times with AGL's general rules of conduct;
- compliance at all times with AGL's Alcohol and Drug Prohibition Policy.

Every year, QHSE and operational teams, QHSE audits of subcontractors are deployed.

According to the results of these audits, action plans are initiated. In 2023, major action plans were rolled out in Tanzania, Congo and Kenya.

These action plans are built around the following axes:

- strengthen exchanges with transport companies: hand delivery of a letter to each transport company director to remind them of the QHSE requirements to be applied, supplemented by raising awareness on the risks and rules described in the Road Transport Charter for Carriers;
- strengthen the skills of staff through training and awareness-raising, continuation of Safe driving training (general transport rules) for truck drivers (over 300 drivers trained in 2023);
- carry out audits and inspections: check the condition of the equipment, the qualification of the driver;
- carry out carrier checks: a road transport supplier audit programme

is developed and conducted. It covers the state of equipment and its monitoring, documentation, driver training, knowledge of the Road Transport Charter for Carriers rules. In the event of an accident causing a fatal or serious accident, we immediately work with the local provider to understand why it happened, what can be done to improve and we take remedial actions;

- coordinate actions: the entities include in their steering meetings a progress report on the action plan and a review of any difficulties encountered and actions to be implemented. In addition, a steering committee meeting is also held at AGL headquarters to monitor the progress of the action plan in the various countries, the referencing of carriers, the progress of the point permit system.

In 2023, approximately 42,213 HSE inspections were conducted among subcontractors of AGL's logistics activities.



Congo Terminal mobilises its peer educators to raise awareness of malaria.

HEALTH PROTECTION

With regard to the protection of health, AGL is committed through actions in favour of the physical and mental health of its employees. AGL's objectives in this regard are as follows:

- protect the health in the workplace
- provide a framework for identifying and minimising health risks
- reduce the health risks associated with our activities
- comply with regulatory and legal requirements.

In compliance with applicable legislations, the assessment and monitoring of the health of employees is carried out through several actions:

- a medical examination before recruitment;
- increased medical checks of personnel who may be exposed to so-called "hazardous" jobs;
- vaccination programs or prevention of certain diseases as necessary.

AGL therefore implements concrete actions and programmes relating to health, including:

Effective social protection

It is reflected in the implementation of access to care and prevention programmes according to the location of its activities, where the supplementary health coverage complements the health insurance coverage in force in the country. When local health services are deemed insufficient or too far from operational sites, the entities deploy means (medical centres, medical staff, ambulances, medical equipment) to ensure basic healthcare to their employees, their beneficiaries and, if necessary, subcontractors.

For example, 100% of port terminals are covered by dedicated internal or external health facilities, with access to regular medical service for employees and their beneficiaries, as well as medical care, vaccinations and medicines. All employees benefit from a periodic medical examination, and additional medical examinations are provided for employees working in specific risk occupations.

Preventing diseases, pandemics, epidemics or health crises

The QHSE, HR and medical departments of the AGL entities are attentive to the prevention of these cases. Managers are made aware of the implementation of appropriate procedures in the affected countries to prevent epidemics/pandemics (e.g. yellow fever in Nigeria, Lassa fever in West Africa, the Ebola pandemic in North Kivu, etc.) that affect the territories where AGL is established. The AGL crisis unit remains on alert and is ready to act whenever required.

Training and awareness

In the same way as for AGL employees, training and awareness-raising campaigns on health, safety and environment issues are provided to subcontractors according to the same principles of compliance with the safety rules set out by the entities' QHSE policies. We request that subcontractors ensure that their personnel are qualified and certified to carry out the requested operations. Regarding daily operations, teams remind subcontractors of the minimum safety rules (e.g. handling of heavy loads, dangerous products, transport and traffic rules).



Raising awareness among participants (haulers and drivers) on the content of the the Road Transport Charter for Carriers, AGL Benin.



Vaccination, screening or awareness-raising campaigns

Every year, AGL's entities implement various prevention measures including the organisation of vaccination, screening or awareness-raising campaigns to fight against diseases such as malaria or sexually transmitted infections (STI) and HIV-AIDS. On the occasion of the last World AIDS Day (every 1st December), several entities were mobilised through the organization of anonymous testing campaigns,

as well as awareness sessions. In 2023, 39 entities organised this type of campaign leading to the vaccination of 1,383 employees and the screening or awareness-raising of 13,623 employees. More than 6,220 family members benefited from this campaign. AGL also intends to continue its educational work with its employees by regularly reminding them of the health recommendations to follow.

Targeted actions adapted to the local context

In addition to the strict application of internal health policies, to prevent and reduce the risks of mosquito proliferation and malaria contraction, AGL implements the following requirements:

- provision, where possible, of appropriate treatment for non-immune and semi-immune personnel;
- removal, if possible, of standing water, especially around offices and residential areas;
- installation of mosquito nets on windows of AGL offices and residential premises;
- regular campaigns to maintain a high level of awareness about the risks of malaria.

An information and education programme on sexually transmitted diseases and HIV/AIDS is delivered to staff and their families. Educational materials such as leaflets and posters are distributed and placed on the sites. In order to improve the level of prevention and protection against these diseases, AGL encourages and helps all staff members to make an early diagnosis, allowing them to know their status and adopt safe and appropriate attitudes.

OBJECTIVES

Optimise reporting related to vaccination, screening or awareness campaigns to make the benefits more reliable

PROGRESS AS AT 31/12/2023

Optimisation of the monitoring of vaccination and screening campaigns related to malaria, HIV-AIDS through sustainability reporting

Working in close proximity with local populations

THE OVERHAUL OF OUR PATRONAGE ACTIONS

During 2023, in coordination with the MSC Foundation, AGL undertook a major overhaul of its patronage policy.

The objective is to provide a clearer framework for our actions and enhance their coherence by defining targeted areas of intervention, clarifying project submission and validation processes, improving reporting on supported actions, precisely measuring their impact, and allowing better visibility. Youth has been designated as a priority area for our patronage efforts.

This overhaul will lead to the launch and operation of a new, unique platform for the submission of patronage projects in 2024. This platform will be accessible on the commitments page of the AGL website. Additionally, awareness-raising initiatives will be conducted with AGL teams to support the new Guide to Patronage and Sponsorship, which is being finalized.

THE IMPACT OF PATRONAGE ACTION IN 2023

Solidarity is a fundamental value supported and promoted by AGL. The policy and dedicated actions are a testament to this long-term commitment. A commitment that is also intended to have meaning and impact for the beneficiary populations and for the territories in which our company operates.

In 2023, AGL's patronage actions covered 24 countries for a total budget of €1.46 M. They made it possible to support 181 associations for a direct and indirect impact of the actions for the benefit of 15.3 million people.

Of the 156 actions and projects supported, 87 are recurrent initiatives and 69 are initiatives supported for the first time.



Support from AGL Côte d'Ivoire for the Elê festival, Adiaké.



8th edition of the Sotigui Awards: Africa Global Logistics alongside the actors of the 7th art, AGL Burkina Faso.

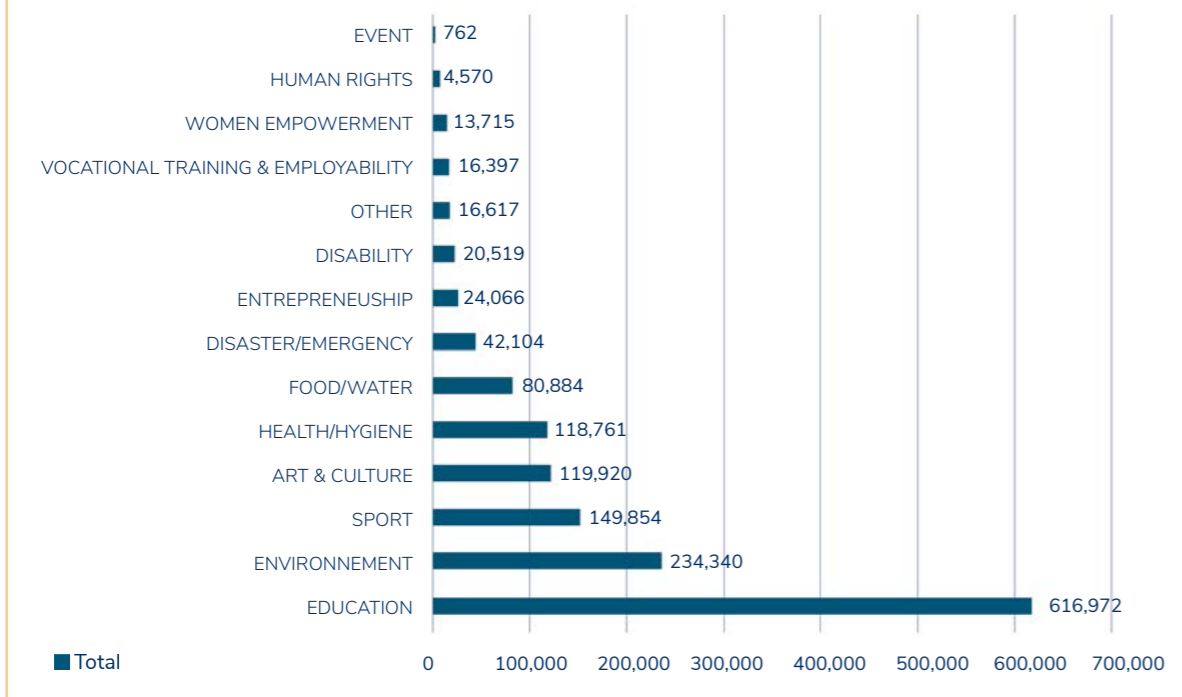


AGL supports handibasket, Burkina Faso.

In terms of the amount spent, Youth¹¹- the major priority of AGL's patronage action - remains the main area of intervention of the actions and projects supported (more than 42%).

BREAKDOWN OF AREAS OF INTERVENTION IN 2023

(amount in €)



The main organisations and structures benefiting from the patronage action of AGL are the Signa Academy (South Africa), the Konservasaun Flora no Fauna (Timor-Leste), the Children of Africa Foundation (Côte d'Ivoire) as well as public and community schools in many countries where AGL operates.

(11) Including children (0-14) and young people (aged 15-35) - in reference to the African Youth Charter.



BENEFICIARY POPULATIONS IN 2023
(in number of people)

POPULATION CIBLE	NUMBER
Local communities	15,051,808
Youth	192,338
Kids	25,344
Women	4,650
Disabled	2,494
Seniors	100
Staff	100
Total	15,276,834

The nature of the contributions made is 89% in cash and 11% in equipment.

1- AGL Senegal donates to Énergie Rurale Africaine (ERA).

2- AGL supports Pink October.

3- AGL Congo donates a road tractor.

4- Garage sale organised by AGL Congo to benefit Aveo Monde orphanage.

5- Beneficiaries and managers of the Kiss Wend Sida association pose with the AGL Burkina Faso delegation.

6- Donation of medical equipment to the Port-Bouët community health centre.

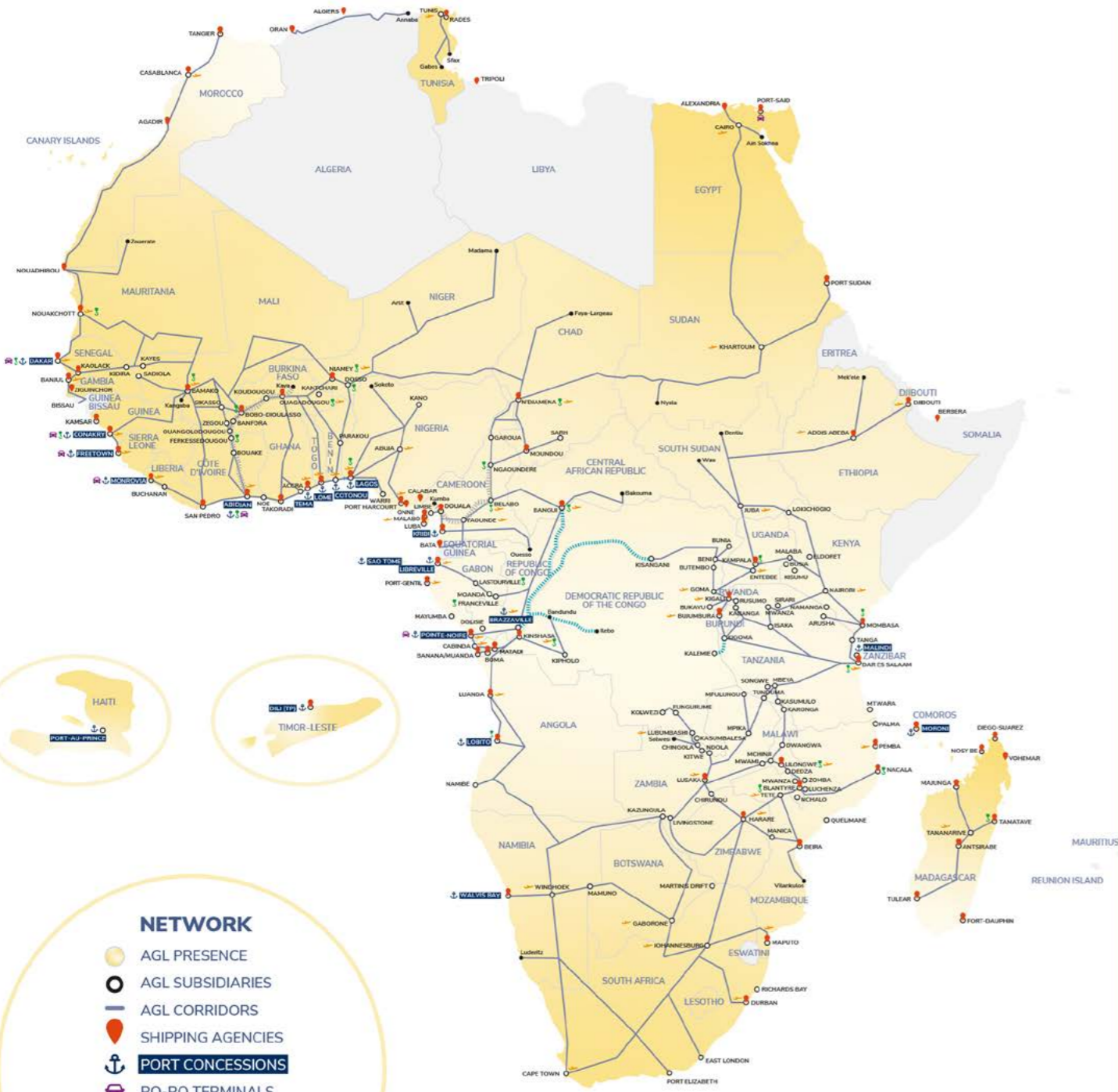
7- CAMRAIL encourages the education of disabled children, Douala.

8- AGL celebrates International Women's Day with a focus on inclusion.

9- AGL official logistics partner of African football for the CAN 2023 and the CAN 2024.

AGL NETWORK

AFRICA



NETWORK

- AGL PRESENCE
- AGL SUBSIDIARIES
- AGL CORRIDORS
- 📍 SHIPPING AGENCIES
- ⚓ PORT CONCESSIONS
- 🚚 RO-RO TERMINALS
- 🌳 DRY PORTS
- ▨ RAILWAY CONCESSIONS
- ▨ INLAND WATERWAYS
- ✈️ AIRPORT AGENCIES



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At the heart of Africa's transformations



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