



INDIGO ACTOR IN REGIONAL SUSTAINABLE DEVELOPMENT

BROCHURE ENVIRONMENT SOCIAL GOVERNANCE 2023

INDIGO
GROUP

Editorial

For 60 years now, INDIGO has worked hand in hand with local authorities. Whether it's our car parks, on-street parking, or our environmentally friendly and electric mobility solutions, our operations play an integral role in urban areas, enhancing mobility, reducing congestion, boosting appeal and improving quality of life.

In 2021, we defined our purpose as *"opening space for peaceful city motion"*, reflecting the deep roots the Group has laid down across each of its operating countries, as well as the way in which INDIGO fully assumes the role it plays in urban areas. Indeed, our operations impact core areas of local life, the environment, the economy, society and more generally promote social cohesion.

This role includes that of a responsible employer, a local company playing an active part in the economy, and a stakeholder heavily invested in protecting its local environment, driving innovation, acting as a pioneering and uniting force bringing about the city of tomorrow.

We strongly believe our added value lies in blending our comprehensive expertise of mobility and urban services with our close relationship with the regions. As we listen attentively to both local authorities and users, we provide innovative solutions tailored to suit local priorities by leveraging locally based human and technical resources.

These many reasons led us to undertake a number of commitments in pursuit of a sustainable business model, which are reflected in our Environmental, Social and Governance strategy as set out in this publication. Through a range of tangible initiatives implemented across the Group, the results and progress achieved in 2022, we aim to continue to play an integral role in the sustainable development of regions.



Sébastien Fraisse

President of the INDIGO Group Executive Board

A local company open to the world

The French group INDIGO is the leading global provider of parking solutions, individual mobility and urban services. Operating in nine countries* and 500 urban areas, INDIGO and its 9,500 employees facilitate travel and the day-to-day lives of millions of users.

* Belgium - Brazil - Canada - Colombia - Spain - France - Luxembourg - Poland - Switzerland



Looking back at 2022: key milestones in the Group's long-term growth

External growth.	Trust reiterated.	Renowned expertise.	Iconic car park.	Green borrowing.	New Group structure.
<p>In France, INDIGO's external growth strategy led to the acquisition of Transdev's off-street parking operations (180 employees and 60 car parks), as well as car parks in France, Belgium, Spain and Poland.</p> <p>The acquisition of ParaBem bolstered INDIGO's position in Brazil, making it the leading parking operator in the country with 360 car parks, 296,000 spaces both on and off street and 4,200 employees.</p>	<p>Several major concession contracts were renewed, including in four towns in west Paris (12 car parks), Tours (six car parks), Lille European Metropolis (four car parks and the Euralille car parks), as well as Pearson and Kelowna airports in Canada.</p>	<p>The Group bolstered its positioning in tourism and leisure, hospital parking and the construction of new structures.</p> <ul style="list-style-type: none"> ■ Tignes ski resort (and extension) in France; ■ the Iguaçu National Park (2 million visitors), Villa Lobos in São Paulo, Capivari theme park in Campos do Jordão (1 million visitors) and Hot Park theme park in Rio Quente in Brazil. 	<ul style="list-style-type: none"> ■ Ilot Foch underground car park in central Saint-Jean-de-Luz. ■ The Nord-Essonne hospital group for the future Paris-Saclay hospital; Hcor hospital in São Paulo. 	<p>The new Charles de Gaulle car park in Neuilly-sur-Seine is open to the town and helps free up space above ground for green areas and environmentally friendly modes of transport.</p>	<p>INDIGO renewed its €300 million revolving credit facility (RCF) in 2022, which is now indexed against ESG objectives to cut greenhouse gas emissions (40% reduction by 2029 across scopes 1 and 2) and roll out electric vehicle charging points (86,321 kWh of installed power in 2029, which equates to over 11,000 charging points in our car parks).</p> <p>Redefined to more effectively respond to the major issues facing society today, the Group's structure has been split into two geographic regions (Europe and Americas), which supplement the new Urban Shift Department and the Digital and Customer Experience Department, as well as the creation of a General Secretariat.</p>



The Group has been working hand in hand with urban areas for over 60 years, drawing its strength from its close relationships with local authorities and its regional roots. As such, each customer benefits from both INDIGO's international standard of excellence as well as the local expertise of its employees, enabling them to provide innovative solutions tailored to local issues.

Working with people invested in urban areas to innovate for local communities

Operating on the ground with solid knowledge of the daily lives of residents, INDIGO is constantly innovating to anticipate the changing needs and uses. To help towns move towards a lower carbon model and improve quality of life, the Group is reinventing itself to help shape urban areas that are lively yet peaceful. INDIGO surrounds itself with those working to bring about the city of tomorrow, getting involved in study groups, collaborations and trials, to explore new operations and services.

Indigo Neo, the end-to-end digital customer experience

Following the emergence of new ways of getting about and consuming, the Group developed a range of seamless services available on a single digital platform to simplify the day-to-day lives of its customers. The Indigo Neo app enables them to access all the Group's parking services (on street, off street, subscriptions, motorbike and bicycle parking...) and will soon also incorporate all mobility-related services (electric charging).

After being rolled out in Europe in early 2022, Indigo Neo was deployed in Canada and Brazil later in the year. The digital solution was also chosen by the Paris City Council to manage payments for its on-street parking.

Urban shift, harnessing proximity to serve urban logistics

With the rise of online retailing, last mile logistics has become a key factor in reducing congestion and decarbonising town centres. As an expert in mobility and the management of underground infrastructure, INDIGO has pledged to support urban transformation by revolutionising its underground spaces. Early achievements were registered by converting parking areas into logistics centres, for example in Paris with mon-marché.fr and in other major French cities with Stuart, a subsidiary of the La Poste group. Car parks may also be transformed into local service hubs for the community, as is the case in France, Belgium and Spain, with Amazon BePost and PUDO lockers, or for businesses, for instance with Rexel lockers to deliver

electrical equipment. In Canada, Black Mountain storage spaces are available in an INDIGO car park in Vancouver, and projects are being developed in partnership with Shurgard.

Moreover, our car parks are changing to inject life into town centres by temporarily transforming into spaces to hold cultural events. The FAUV comedy festival was held in the car park of the Montreal-Pierre Elliott Trudeau International Airport, a fashion show is organised by Talons Aiguilles each year in a car park in Lille, and the Cirque du soleil put on a show at one of the Group's sites in Vancouver.

INDIGO IS INVENTING THE CAR PARK OF THE FUTURE



In 2020, INDIGO signed a partnership with the Dominique Perrault Architecture agency to define a vision of the car park of tomorrow by conducting a study into urban planning and space conversion. In 2022, the international competition entitled "Car park Futures" focused on the Euralille car park. It attracted submissions from 34 candidates from 10 different countries, all seeking to unlock the potential of car parks by developing programmes and innovative architectural developments to improve fluidity and energy restraint to bring about urban areas that are resilient and protected, reconciling uses and users.

Mon-marché.fr logistics workshop at the Saint-Cloud car park in Paris, where 1,200 m² of parking space has been transformed into a logistics chain to deliver fresh produce to local residents.



A business model to sustainably support urban development

2022 figures



OUR RESOURCES

People

- 9,500 employees of 104 nationalities
- 26.6% of the workforce is made up of women (up 4.2 points vs 2021) and 27.3% of managers were women
- 2 training campuses in France and Brazil

Financial capacity

- €743 million in global proportionate revenue* in 2022
- A portion of borrowings (€300 million RCF) indexed on cutting greenhouse gas emissions and deploying electric vehicle charging points

OUR SERVICES

On and off-street parking

- 2,600 car parks operated worldwide
- 27 years of remaining service life INDIGO assets
- 1.4 million parking spaces managed
- 2,250 km of on-street parking managed

Sustainable mobility

- 19,000 self-service bicycles operated by Smovengo
- 2,200 secure bicycle parking spaces in Cyclopark
- Nearly 4,000 electric vehicle charging points available in INDIGO car parks

Sustainable mobility solutions

Nearly 100,000 m² earmarked in France for local services (logistics, storage, etc.)

Digital services

Indigo Neo, the parking app revolutionising the on-street and off-street parking experience (1.4 million users)

* Global Proportionate data is defined as IFRS consolidated data adjusted for the Group's share of the contribution of its activities to joint ventures, as if the joint ventures were proportionately consolidated.

OUR VALUE SHARING

Environment

- Carbon neutrality by 2025 for Scopes 1 and 2
- 67% of our INDIGO car parks equipped with low energy lighting
- €8.2M invested in the installation of charging stations
- 44 Cyclopark installed in INDIGO car parks

Social

- Over €900 million invested in the heart of the territories over the past five years
- €1 million five-year endowment for the INDIGO Foundation to benefit local non-profits
- 10.7 hours of training on average per employee
- 105 collective bargaining agreements between employee representatives and management in effect at end-2022

Governance

- Variable executive remuneration based on ESG criteria
- Anti-corruption policy (code of conduct, whistleblower charter, training modules)

OUR VALUES

Responsibility
Solidarity
Respect

OUR CONTRIBUTION TO THE SDGS



OUR STRENGTHS

Operational excellence

- Measurement of operational service quality, external audits
- Measurement of customer satisfaction and quality of customer relationships
- Remote operation of our structures with staff based in each country, no delocalisation
- Quality and security

Regional engagement

- Active in 500 cities
- Local jobs
- Work with local suppliers

Employee engagement

- Almost 79% of our employees are proud to work for INDIGO
- Nearly 82% think their job is interesting
- More than 80% think their line manager actively supports them, keeps them informed and listens to them*

Risk management

General, compliance and CSR risks monitored at country level

* In-house survey conducted in 2021 in which almost 3,000 employees took part

A locally rooted ESG strategy

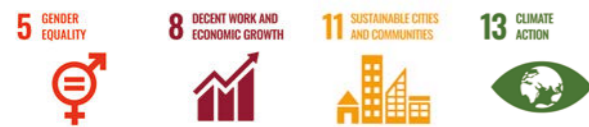
Environment, Social and Governance (ESG) represent the three pillars of non-financial analysis, which assesses the way in which businesses assume their responsibility with respect to their surroundings and stakeholders (employees, partners, sub-contractors and customers).

For businesses, the ESG strategy involves adopting a range of measures to maintain long-term economic success, create a positive impact on society and respect the environment.



INDIGO's purposeful ESG strategy

As a partner to the regions in which it is based and a mobility operator, INDIGO considers the environmental and social impact of its business. Very early on, the Group adopted a CSR strategy, which has evolved into an ESG strategy, and is preparing to integrate the new European standards set out in the Corporate Sustainability Reporting Directive (CSRD) of 5 January 2023.



Moreover, INDIGO is actively contributing to four of the 17 UN sustainable development goals.

In line with its **corporate purpose to open space for peaceful city motion**, INDIGO strives to harness its operations to bring about a better balance between environmental impact, the cost of travel, quality of urban life and individual comfort. In 2021, in accordance with the Paris climate agreement, the Group pledged to reduce and offset its greenhouse gas emissions through its **Go for climate plan**, which aims to achieve carbon neutrality across scopes 1 and 2 by 2025.



In 2022, to go even further, the Group upheld its corporate social responsibility by signing up to the UN Global Compact and setting up the INDIGO Foundation sheltered by the Fondation de France.



WE SUPPORT



In 2022, the INDIGO Group signed up to the UN Global Compact corporate responsibility initiative and its principles on human rights, labour, the environment and anti-corruption.

Ambitious ESG criteria

INDIGO's ESG criteria reflect the Group's operations and its impact in urban areas. They are linked to tangible objectives, the majority of which are to be achieved by 2025.

Environment.	Social.	Governance.
<ul style="list-style-type: none"> Reduction in CO₂ emissions Reduction in energy consumption Promotion and deployment of electric mobility solutions 	<ul style="list-style-type: none"> Increase in the proportion of women in the workforce and in managerial roles Training and career development Integration and onboarding Occupational health and safety Regional roots and creation of local job opportunities 	<ul style="list-style-type: none"> Anti-corruption Increase in the proportion of women in management bodies Compliance with labour regulations and human rights in general Indexation of executive pay on ESG criteria



A RESPONSIBLE COMPANY OPERATING IN THE HEART OF THE CITY

INDIGO plays a central role in urban areas and the lives of people who live there, and as such has a duty to conduct itself as a responsible company with a long-term strategy. The Group creates job opportunities locally, and develops the skills of its employees through training, therefore actively contributing to the local economy, community and culture.

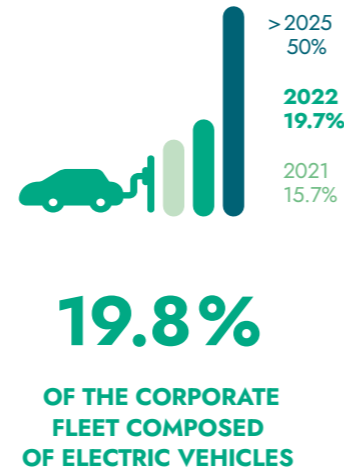
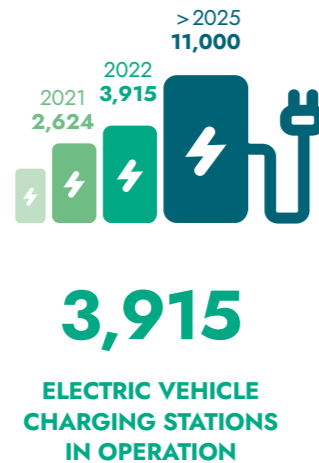
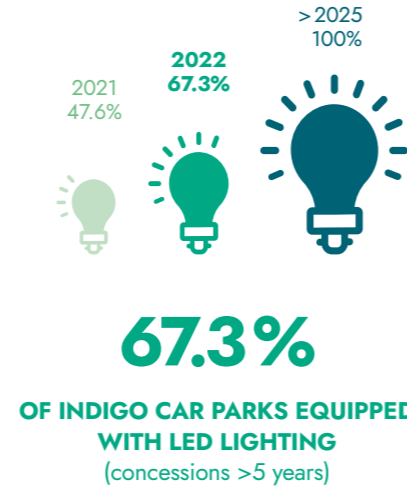
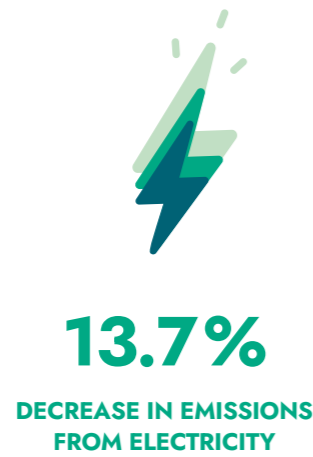
For more information, see page 16.

Non-financial performance that delivers*

* 2022 results vs targets set

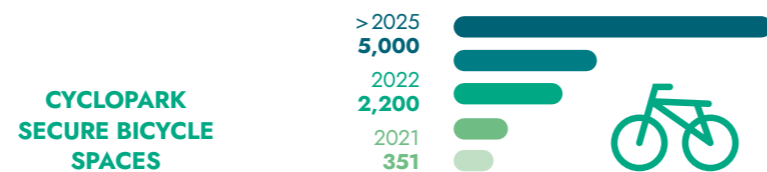
The environment

Greenhouse gas emissions related to the Group's electricity consumption, the main indirect emissions item in scope 2, **decreased**.



The Group stepped up the **promotion of electric mobility solutions** in both key areas in 2022.

The Group has **increased the number of secure bicycle parking spaces in urban areas**.



26.6%
OF THE WORKFORCE MADE UP BY WOMEN (22.4% in 2021)



25%
THE TARGET TO REACH IN EVERY COUNTRY IN WHICH THE GROUP OPERATES

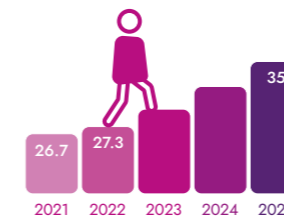


10.7
HOURS OF TRAINING FOR EACH EMPLOYEE ON AVERAGE EACH YEAR (target: greater than or equal to 9 hours each year)

Social

The **proportion of women in the workforce** grew significantly in 2022, as the Group exceeded the target of 25% set for 2025. **Access to training** remained stable in 2022, above the 9-hour target.

Occupational health and safety improved significantly in 2022. The frequency rate of accidents relative to the severity rate came out at **4.88** (6.76 in 2021) compared with a target of ≤3 by 2025.



27.3%
OF MANAGERS WERE WOMEN



APPOINTMENT OF A WOMAN TO THE ROLE OF GENERAL SECRETARY WITHIN THE BOARD OF DIRECTORS



GENDER BALANCE ON THE SUPERVISORY COMMITTEE

Governance

Progress in the proportion of women also extended up into managerial positions in 2022.

For many years now, the variable compensation awarded to executives has been **indexed** to ESG criteria.

Ratings

87/100

In October 2022, the Group achieved a score of **87/100** in the **Global Real Estate Sustainability Benchmark (GRESB)** assessment, which reviews and scores the ESG performance of real estate and infrastructure investments.

16.6

The non-financial ratings agency **Sustainalytics** awarded the Group a score of 16.6 in December 2022, stating it was at "low risk" of suffering financial repercussions due to ESG considerations.

65/100

At 31 December 2021, the non-financial rating agency **Vigeo Eiris** awarded the INDIGO Group a score of **65/100**, positioning it **85th in the global ranking** of a panel of 4,889 groups assessed.

NB: For further information, read the 2022 annual non-financial performance declaration on www.group-indigo.com

Helping to develop peaceful and protected communities

As a responsible company that positions communities at the heart of its business model, INDIGO has pledged to minimise its environmental impact. In practice, this has given rise to a policy to decarbonise its operations, while also encouraging the expansion of sustainable modes of travel by deploying local services for bicycles and electric vehicles.

Applying the principles of a circular economy

Eco-designing structures and ensuring they fit in with their surroundings

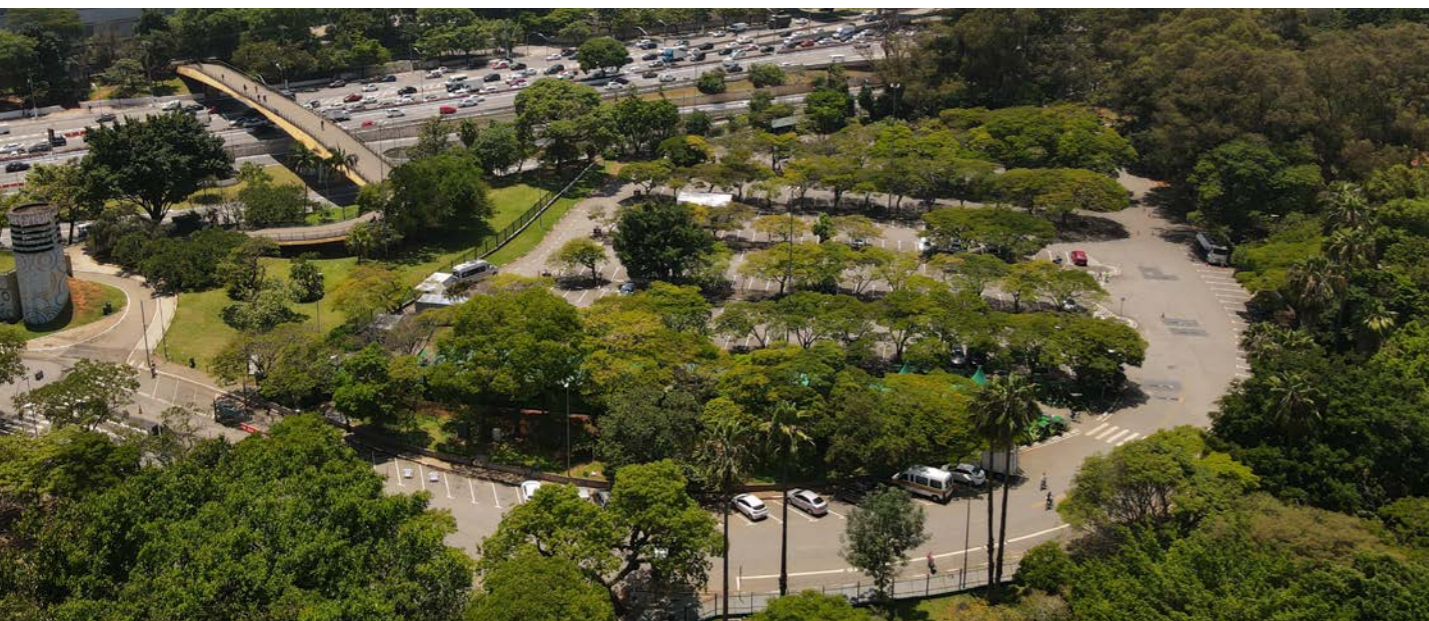
Right from the design stage, INDIGO harnesses solutions to reduce the environmental impact of the structures it builds. As such, INDIGO works with construction partners, favouring the use of innovative technologies such as the low-carbon concrete used for the Charles de Gaulle car park in Neuilly-sur-Seine or the metal structures made using steel produced using 70% recycled materials for certain multi-storey car parks, including the Amiens Picardie hospital car park.

With car parks located at remarkable nature spots, such as the Iguacu Falls and Ibirapuera Park, São Paulo's most important green lung, INDIGO demonstrates its ability to protect the ecosystem around the structures it manages. In order to boost biodiversity and lower maintenance, in particular by using less water, the Group works with local partners to introduce vegetation and redevelop its car parks to introduce a variety of

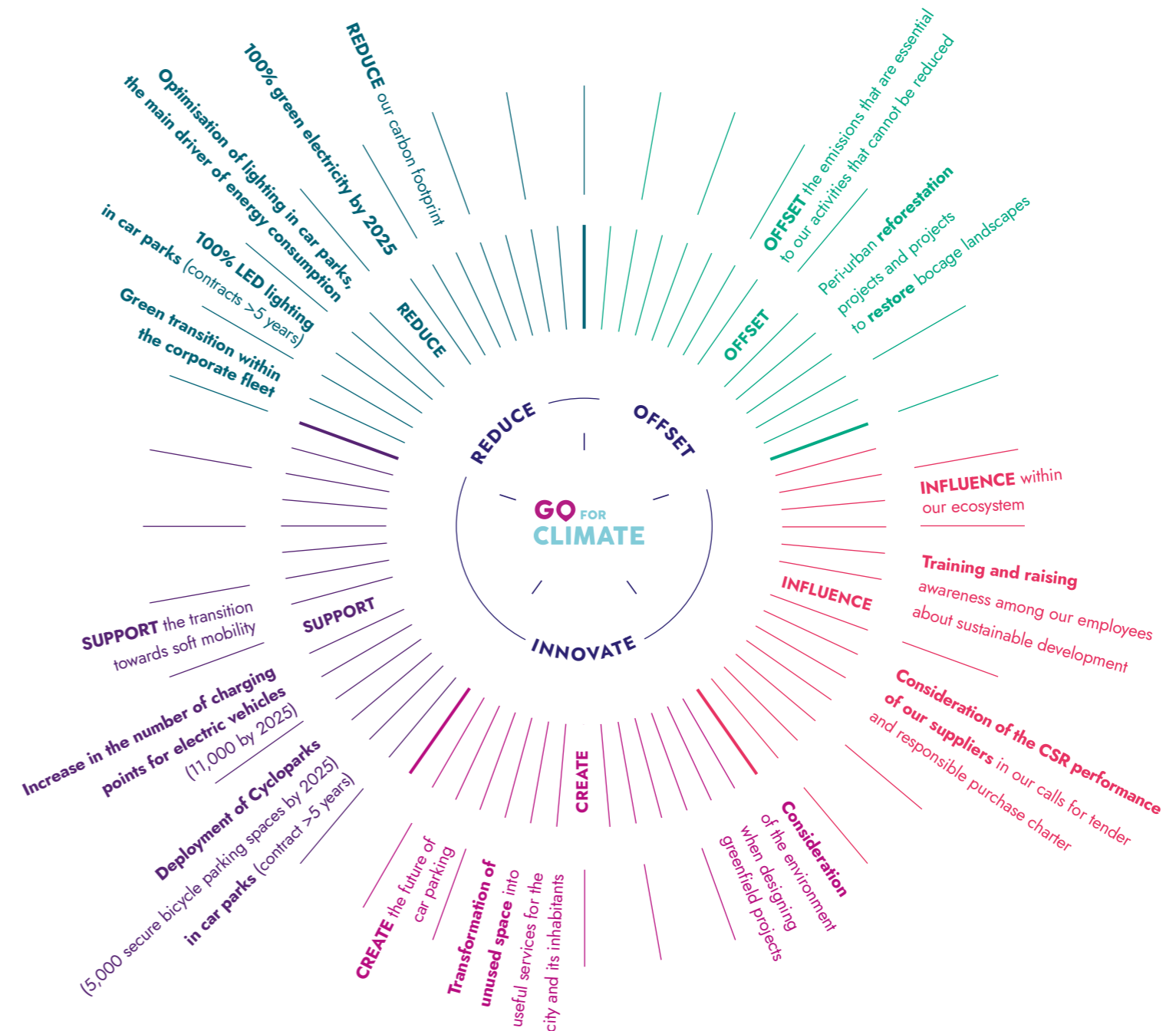
elements including skylights, ventilation, green roofs or walls, rain water recovery systems and solar panels. Our projects now harness these solutions as standard, for example at the Ars-Belcier car park in Bordeaux, Tech Lane car park in Ghent and Hautepierre hospital car park in Strasbourg.

To bring about car parks of the future, we need to convert available space to meet the needs of urban areas and their inhabitants (urban logistics, mobility services, storage space, etc.). This helps to cut congestion, limit urban spread and avoid building new infrastructure.

The Ibirapuera green car park in São Paulo, Brazil, the city's green lung.



Go For Climate THE PLAN TO CUT CO₂ EMISSIONS



MEASURABLE TARGETS: reduce our carbon footprint

SCOPE 1 > 2025

Emissions generated directly by the Group's operations, including consumption of fossil energy to conduct our business (heating facilities, company cars and vans).

SCOPE 2 > 2025

Indirect emissions induced in particular by the consumption of electricity to power INDIGO's operations (such as car park lighting).

SCOPE 3 > 2050

Indirect emissions generated by the Group's value chain, over which it has no direct control but it does have influence (including logistics, building work and procurement).



Reducing and reusing waste

INDIGO encourages its subsidiaries to minimise the volume of waste they generate and implements procedures to recycle waste that cannot be avoided.

It has put in place a process to collect and recycle fluorescent lighting tubes and parking meter batteries (6.8 tonnes in 2022). As a result, INDIGO has received the certification "SuperDrecksKëscht ISO 14024: 2000" in Luxembourg.

Subsidiaries organise their own charitable recycling projects, for example in Brazil, where more than 200kg of workwear was collected and turned into useful everyday items, such as masks, bags and school kits, by a charity. A number of INDIGO Weel bikes were donated to the Lyon-based charity Ateliers de l'Audace, which promotes reintegration and cycling in the city. A best practice handbook has been distributed to employees in France and in some subsidiaries to reduce waste and encourage recycling.

Our construction projects reuse formwork wood or aluminium models, optimise procurement to avoid oversupply, and sort waste on site. When earthworks are required, we ensure the excavated material is recycled.

As car parks are often located in the heart of urban areas and they serve as a daily destination for many, they are well suited to housing collection points for recycling, as in Brazil where the Manobra Solidaria collected 5,200 items of clothing in 2022 and Las Palmas de Gran Canaria, where a hub is available to users.

View of the construction site of the Charles de Gaulle car park in Neuilly-sur-Seine, built to free up the alleys for environmentally friendly mobility and green spaces. It was designed with low carbon concrete and its high ceiling will make it easier to open up to new uses.



Smovengo, in which INDIGO is a shareholder, has developed a process to recover components from bikes and e-bikes.

The aim is to recycle, reuse or recondition 100% of these components. 25 employees work exclusively on reconditioning 150,000 parts per year and assembling more than 2,000 new bikes using new and old parts.



Promoting environmentally friendly mobility

Deploying electric vehicle charging stations

By diversifying into environmentally friendly transport and electric charging stations, the Group also helps to expand the use of low-carbon solutions for individual mobility. In each of its operating countries, INDIGO plays its part in increasing the density of charging points around regions, through partnerships for example with Bouygues Énergies & Services in France and TotalEnergies in Spain. Currently, INDIGO car parks throughout the world are equipped with nearly 4,000 charging points, in pursuit of the target of installing 11,000 by 2025.



In 2022, the first ultra-fast charging station (full charge in 20 to 30 minutes) in central Paris was inaugurated, in partnership with Electra, on level 1 of the INDIGO car park in Porte d'Italie. It has opened the door to installing many more of these stations in our car parks in France and across Europe. Furthermore, a mega park boasting 350 charging points was opened in late 2022 in the Magenta – Gare de l'Est car park in Paris.

Encouraging the rise of bicycle use

As experts in urban mobility, we provide our customers with easy-to-use convenience services to facilitate their day-to-day travel, especially bicycle travel. That is why we are increasingly developing and deploying solutions to park bikes or take advantage of our self-service bikes.

The **Cyclopark** solution offers subscribers a secure, easy-access space in which they may leave their bike and make use of a range of services, including lockable phone charging stations as well as maintenance services and tools. To date, more than 2,200 spaces have been created, operating at an occupation rate of over 30%. In 2022, 44 Cyclo Parks each equipped with around 50 spaces were opened in the Group's car parks in France, including 12 in the Greater Toulouse area, meaning the local community can benefit from nearly 650 spaces.

Smovengo, in which INDIGO holds a stake, operates one of the largest networks of **self-service bikes** in the world, Vélib' Métropole, in the city of Paris and 61 towns in the Greater Paris area, with nearly 1,500 stations and 19,000 bikes. Furthermore, INDIGO Weel provides businesses with a solution to decarbonise their on-site transport, such as Airbus Helicopters at the 300 ha Marignane facility, and ALD Automotive at its Lyon site, where employees can get about using a fleet of bicycles and electric bicycles.

Actively contributing to the local economy, community and culture of urban areas

Employing 9,500 people in 500 towns and cities across nine countries, INDIGO is a local employer that offers a range of non-relocatable careers and jobs. It is also a business that plays an active role in maintaining vibrant communities and strong social cohesion by implementing many community projects and supporting sporting, cultural and heritage initiatives, especially through its newly created Foundation.

A local and responsible employer

INDIGO fully lives up to its responsibility as a local employer through its policies on training, skills development, career progression and equal opportunities.

INDIGO helps to stimulate a buoyant job market. As a responsible employer, it creates jobs that by their very nature cannot be relocated, as well as exciting career opportunities within the Group. With employees from over 100 different countries in its workforce, the Group applies a zero discrimination policy and encourages diversity within its teams.



In 2021, the Group's Streeteo subsidiary deployed an SOS feature on field agent control panels. This solution enables parking attendants to report if they start to feel faint, fall or have trouble with a customer. They can thereby immediately inform their manager and colleagues nearby, who can come and support the attendant in difficulty.

Women in the workforce

In 2021, INDIGO set itself a target to increase the proportion of women in its workforce to 25% by 2025 in most of its operating countries. At the time, women made up 22.4% of the workforce. In 2022, INDIGO exceeded its target, reaching 26%, boosted in particular by the acquisition of ParaBem in Brazil. Now, each subsidiary must strive to hit the 25% mark. The Women@Indigo campaign gives a platform to the Group's female employees to promote careers in parking among women. Following a survey carried out within the Group in France in 2022, 87% of employees would recommend INDIGO as an employer to other women they know.

Focus on health and safety

The Group sees it as a priority to **improve the quality of life at work and protect employee health**, as set out in the Health, Safety and Environment Policy. As a key measure to promote risk prevention, the Group introduced monthly "15-minute safety sessions", where participants register attendance and have the opportunity to ask questions using a digital tool. Considerable attention is paid to the use of appropriate personal protective equipment (PPE).



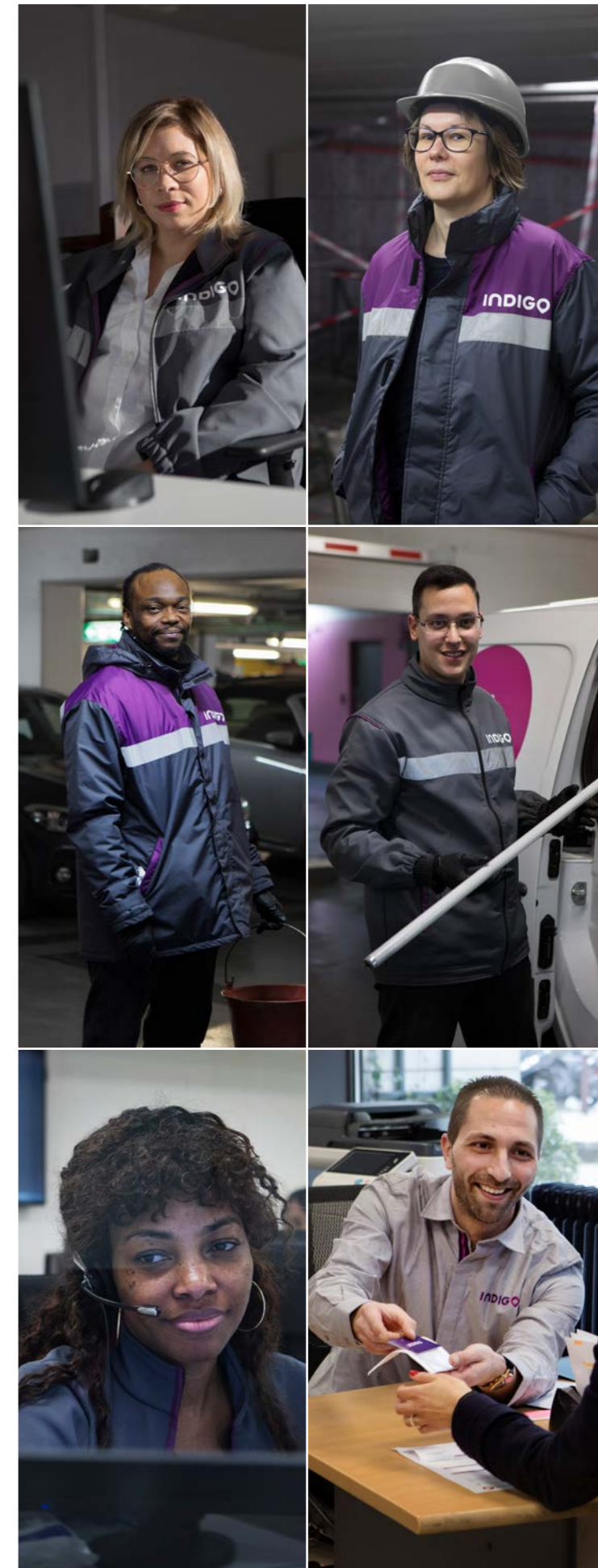
Created in 2004 in France, the INDIGO Campus designs and organises vocational training in parking professions, which earn participants formal qualifications. In 2022, 1,600 employees enjoyed over 18,000 hours of training, and nine employees successfully earned the French CQP qualification for operations managers. The INDIGO Campus obtained the French QUALIOP1 certification, which is awarded to organisations providing vocational training to people in work that comply with a national framework. Moreover, the Group has set up a school in Brazil.

Career development

INDIGO has included **employee success and dialogue** in its strategy. In 2015, the Group began conducting a two-year talent review of 200 people across all its entities, as well as identifying high potential employees who may be able to take on positions of greater responsibility within the next 3 years. In 2022, another intake started on Learnex, the Group's programme for 12 high-potential managers, which combines group training courses, project managing and individual training over an 18-month period. INDIGO in Brazil and Canada, which have experienced rather high turnover rates, deployed their own "young talent" programme in 2019.

The employee onboarding process also represents one of the priorities of the ESG strategy. It involves in particular harmonising the onboarding process across the Group and developing specific pathways to certain professions in each country.

Across the Group, 74.7% of employees were able to **access training**, meaning that in 2022, 7,073 employees benefitted from training.



Playing an active role in the community

As a business that plays an active role in the urban environment and listens attentively to the needs of local authorities and residents, INDIGO is wholly invested in the regions in which it operates. That is because its operations help enhance the appeal of town centres, free up space and cut carbon emissions. The Group is also a key player in the local economy and community.

Licence fees and local investment

The Group pays licence fees to local authorities in exchange for public service delegations and parking permits, which go into their local budgets and enable them to reinvest in the local area. As such, INDIGO harnesses its expertise in financial engineering to optimise customer pricing policies. Moreover, the Group supports regional authorities to take account of their clientele when setting their pricing, as well as other considerations to inject life into town centres, increase rotation and improve quality of life.

INDIGO is committed to upholding high quality service levels. In order to assess **the general quality of its structures**, mystery customer surveys were conducted twice a year in France by an independent firm covering cleanliness, condition of the building, information available, state of the equipment and suitability of services available. The findings are analysed to improve the quality of our services.

INDIGO has invested over €900 million in the heart of regions over the last five years. This investment has helped build new structures, such as the Charles de Gaulle car park in Neuilly-sur-Seine and the new Ilot Foch underground car park in Saint-Jean-de-Luz, which serves to create local jobs and free up space above ground that can be used to more effectively benefit people and biodiversity. It also significantly improves the quality of the buildings, thereby fulfilling upgrade targets and optimising the customer experience (access, automatic barriers, security systems, services).



Solidarity is a value shared by all at INDIGO, that starts within the Group but extends far beyond. Many local initiatives are being rolled out all throughout the world, such as the wide-scale “manobra solidaria” clothes collection drive in Brazil for underprivileged communities. In 2022, nearly 5,300 items were brought to over 20 collection points set up in our car parks around the country. In Spain, the teams organised an internal campaign to support food banks in Madrid. Employee donations were topped up by the company, raising €2,000, while a dozen or so employees spent half a day helping out at the charity.

In connection with the Group’s operations, parking spaces in Paris were reserved free of charge for the charity Le Chainon Manquant, which combats food waste. In Canada, INDIGO supports the “Rest Your Car” initiative deployed by the charity Mothers Against Drunk Driving (MADD), which offers people who are no longer in a fit state to drive the possibility to leave their vehicle in the car park at a preferential rate.

Entrance of the Cambrai hospital car park, which boasts a reception and a bicycle parking area.



The birth of the INDIGO Foundation

Set up in late 2022 and entrusted with a €1 million budget for a five-year period, the INDIGO Foundation seeks to bring about a more tight-knit, pleasant and sustainable city. It takes action in two main areas — sport and charity, as well as culture and heritage.

Building on the Group’s long-standing commitment to urban areas and the people who live there, the INDIGO Foundation intends to support around 20 community projects each year, in all the Group’s operating countries, that have been put forward by employees who act as key contacts. An Executive Committee maps out the strategy, selects the projects and sets the amounts allocated to each one. The INDIGO Foundation has already supported eight projects, including the “Printemps des Poètes 2023” in Tours, a sporting event in Metz, the “Solid’Art” charitable contemporary art fair in Lille, and “les Étoiles du classique” in Saint-Germain-en-Laye.

fondation INDIGO
abritée par la Fondation de France



A resolutely future-facing management team

The Group's governance is closely tied to the ESG strategy. The management team is invested in INDIGO's future, for example by developing the Go for climate plan, defining the corporate purpose, and selecting stringent assessment criteria in order to achieve responsible and sustainable growth that benefits communities, as well as the Group's customers and partners.

A new balanced and engaged governance team

INDIGO is a public limited company with a Board of Directors and Supervisory Committee (*Société Anonyme à Directoire et Conseil de Surveillance*). Led by the Chairman Sébastien Fraisse, the Board of Directors is made up of Édouard Risso, Deputy Managing Director, Finance and Americas, Xavier Heulin, Deputy Managing Director, Urban Shift, and Valérie Ohannessian, General Secretary. Together with Thomas Bimson (Europe) and Wilfried Thierry (Digital and Customer Experience), they form the Management Committee.

The Supervisory Committee is made up of six members, one of whom is independent, and an independent non-voting observer. The Group draws on their wide range of experience, for example in infrastructure, audit, governance and sustainable development.

Three committees were set up in order to support the Supervisory Committee – an Audit and Risks Committee to approve the financial statements, assess risks and oversee the internal control system as well as monitor compliance and CSR issues; an Appointments and Remuneration Committee; and an Investment Committee.

Compliance and risk management

The Legal and Compliance Department and the Audit service ensures regulations and the Group's management standards are upheld at all times. They deploy tools to inform and train employees about issues related to GDPR, anti-corruption, and good business conduct. A comprehensive process has been launched to update the Group's processes and ensure compliance with the French Sapin 2 law.

In risk management, INDIGO has started to identify the main non-financial risks to which it is exposed by analysing current French regulations and industry benchmarks. This process pinpointed 11 risks across the environment, social and governance, which are assessed in each of the Group's operating countries.

AN INCREASING PROPORTION OF WOMEN IN GOVERNANCE BODIES:
The six-member Supervisory Committee is gender balanced. The Group continues to strive to increase the proportion of women in senior management roles.

Management Committee



Sébastien Fraisse

President of the Executive Board



Édouard Risso

Deputy Managing Director, Finance and Americas area - Executive Board member



Xavier Heulin

Deputy Managing Director, Urban Shift - Executive Board member



Valérie Ohannessian

General Secretary - Executive Board member



Thomas Bimson

Managing Director, Europe



Wilfried Thierry

Managing Director, Digital & Customer Experience

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Communication and CSR
Department of the INDIGO Group

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