



# Impact Report

2023



# AUTONOMOUS FUTURE, TODAY

**EasyMile addresses mobility pain points** with driverless solutions for use cases that deliver real value, to transport goods or people. The technology we use have a lasting impact and it is our mission to unlock this potential.

In the movement of goods, our autonomous vehicles will allow humans to refocus where they are needed most by replacing them on the most taxing dangerous and repetitive tasks, especially in harsh environments like industrial yards.

For the movement of people, autonomous mini-buses will enable more efficient and inclusive mobility for all, with benefits such as reduction of private car traffic and congestion, as well as an increase of overall safety for all road users.

In both cases our solutions will at the same time drive a significant drop of carbon emissions thanks to electric power, while contributing to an overall more energy efficient system thanks to better control of the fleets of vehicles.

Since its inception EasyMile has been part of an ecosystem. Relationships with the platform manufacturers are at the heart of our model. Our impact journey began in 2022 when we appointed a CSR Manager and added Social and Environmental questions in our Quality Management Manual.

This first publication will be without doubt continually updated. We sincerely hope you enjoy discovering our journey ahead.



**Gilbert Gagnaire**  
Chairman & CEO



**Benoit Perrin**  
General Manager



# OUR APPROACH

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Built on a startup mindset, EasyMile gives its employees autonomy, and encourages self-initiative to improve our environmental, social and governance (ESG) policy.

These include for example 'the Green team' (a task force of volunteer gardeners), bike repair workshops twice a year, 'EZTalks' (presentations made by EasyMilers for EasyMilers to share their passions)...

Those kind of initiatives that have been in place for years, and are firmly embedded in our culture.

We have completed a comprehensive process to solidify our values. This involved a series of surveys, workshops and feedback from all employees to ensure the values align with the company's mission and vision. They are being rolled out with a set of actions intended to facilitate living them everyday.

This collaborative way of working helped us identify the key ESG challenges we face alongside our business and processes. From the use of natural resources to the quality of our working environment, we have focused on what matters most.

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# OUR VALUES

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## Passion

*Driven by an autonomous future*

We are passionate people at work and beyond, driven by challenges that we meet with energy and creativity. Our passion is contagious and we share it through our solutions with a commitment to excellence. Each success we achieve toward an autonomous future drives our passion.



## Trust

*Commit, and deliver*

We earn the trust of our customers, partners and employees with our commitment to excellence, quality, and the highest safety standards. We deliver on promises through communication and vision built on this culture of trust.



## Teamwork

*We are one team*

At EasyMile, we are one team. The diversity of each complements the other, and is our strength. We deliver on our promises through mutual respect and collaboration.



## Innovation

*Create and be determined*

Innovation is a path we shape with creativity and determination. We are building solutions for real use cases using cutting-edge technology. At EasyMile, we go beyond limits with flexibility and open-minds.



## Excellence

*Always go the extra mile*

We are making possibility reality. We define clear, challenging goals, and reach them. We outperform, are masters in our field, and always ready to go the extra mile. We strive to deliver the best technology and be at the top of our game.



# OUR ESG PRIORITIES

EasyMile's collaborative way of working led us to thoroughly analyze our environmental, social and governance (ESG) challenges to define long-term ambitions and plan the way forward.

We will work on these in the five ways below, guiding our Impact Road Map:



## Solutions impact

We take our products' social and environmental negative impacts throughout their lifecycle into consideration in order to minimize them. At EasyMile, we aim for an optimum balance between the social, environmental, technical and economic factors necessary to run our business.

## Gender balance

We strive to support women in our organization as an answer to the low percentage of women in the company, and industry in general. To us, this cannot be justified solely by external factors such as the gender ratio among engineering students. EasyMile's work environment and culture need to become proactively supportive and equally favorable to all genders in order to reach an equitable balance.

## Engaged employees

Passionate by nature, EasyMile's culture has grown organically. Now a stable company with a promising future ahead, we are focussing on employee satisfaction, encouraging our people to thrive both professionally, and personally.

## Sustainable logistics

Sustainable procurement and logistics go hand in hand. They encompass EasyMile's commitment to an environmentally responsible supply of materials and components, the reduction of our logistics solutions impact as well as raising awareness of these questions among our suppliers.

## Remote operations

Deployment is key at EasyMile as it alleviates the environmental impact of travelling during both the commissioning and support phases of our client pipeline. Thanks to the progressive evolution of our operating system and procedures, we are confident we can significantly curb the frequency and distances travelled by our employees and distribution partners.



## Ambition

### Goods Transportation

Autonomous vehicles are safer by design than human drivers. Their strict respect of traffic rules and security distances, one of the key benefits of autonomous vehicles in logistic environments, is expected to contribute to a sharp decrease in accidents and damage to material. This will have an important impact on human safety, and will reduce unnecessary repair of heavy machines using a significant amount of raw materials.

Particularly for our “TractEasy” use case at large industrial sites or airports worldwide, adopting the solution is a key step to fleet electrification, with direct impact in the reduction of CO2 emissions, and overall reduction of air pollution.

Autonomous logistic vehicles will also accelerate at a steadier pace than others, and have smoother driving, making them far more energy efficient than human-driven vehicles.

### People

Autonomous first/last-mile connections can deter those living further from public transport hubs from using their cars. This would decrease congestion while spreading the cost of investment and service of existing infrastructure and transportation means across a higher number of users. It can also increase the overall level of safety thanks to a reduction in accidents.

It is also a budget-friendly way for public transport operators (PTOs) to extend to new or underserved districts as there is limited to no infrastructure cost, and reduced service cost vs. combustion engine minibus with a driver.

Finally, by automating bus services that were historically human-driven there is cost-saving of 50 to 75% (driver salary portion of overall cost of service). This can offer a higher level of service (efficiency, frequency etc.) and/or allow for staff to be repositioned for higher-value tasks.

### Why it matters

There is global demand for the autonomous movement of both goods and people. With policy and legislative support around the world, they are an efficient, safe and clean solution to first/last-mile transport gaps.

## Solutions impact

### Actions in 2023

Set-up a pilot Safety Indicator to track safety improvement when deploying our Automated Vehicles on industrial sites.

Double the number of driverless commercial services.



# Gender balance

## Actions in 2023

Increase our Gender Equity Index above 80.

Encourage women empowerment & organize gender equity events.

### Why it matters

Respect is rooted in our young, international culture, our tolerance of disability, and our emphasis on gender equality. People are our greatest asset and a driver of our success.

Because we believe diversity is key to open minds and stimulates innovation, we promote all kinds of it within EasyMile.

**79/100**

Gender Equity Index for 2022

**20%**

of employees are women

## Ambition

IT engineering can be male-dominated so we are proud to have female engineers and managers in the top-tiers of our company.

We want our Gender Equality Index to be at the highest average for companies of similar size.

In order to encourage work-life balance, we have a flexible remote working policy. Many EasyMilers, male and female alike, have made the choice to work part-time, whether to take care of their family or ensure a better work-life balance more generally. We support this and will develop a policy to formalize it.





## Ambition

We believe that creating the right conditions for employees to thrive professionally and personally is also key to the company's overall performance.

Wellness at work is increasingly important in today's volatile world with the likes of pandemics, climate change and war all adding to our stresses and anxieties. We strive every day to engage our employees in a meaningful way so that everyone feels connected and united.

With our values now clearly defined, a number of actions are already in place to live them and foster well being at work. These include an ergonomic office layout, a remote working policy and the possibility to work part-time, numerous social initiatives, webinars about quality of life at work, and yoga classes on-site.

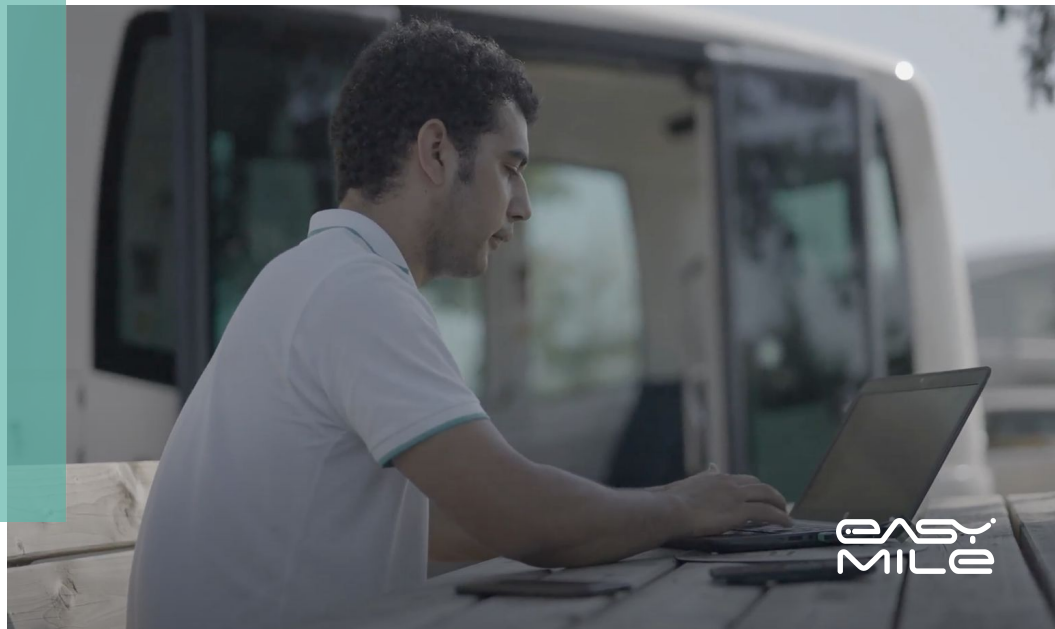
We also want to raise awareness internally of environmental issues and do this during our regular "All Company Meetings" and "EZTalks".

### Why it matters

EasyMile has always placed great importance on the well-being of its employees. We need to make EasyMile a great place to work, allowing employees to thrive professionally and personally.

**1/6**

Employees recruited through our referral scheme since 2019



# Engaged employees

### Actions in 2023

Expand our offering in the areas of internal mobility, training and coaching.





## Ambition

We are committing to an environmentally-responsible supply of parts and materials. With an integrator business model where EasyMile purchases standard platforms upfitted to autonomy, our main environmental and social impacts are out of our value chain.

We will do our utmost to minimize carbon emissions and other impacts of all our logistics within our value chain. We will continue to transport by boat and/or train wherever possible, rather than by plane and road.

A carbon footprint audit was done in 2022, mapping the previous year's CO2e emissions.

## Why it matters

Eco-supply is one of the biggest challenges but also one of the strongest levers of opportunity for EasyMile in order to become a sustainable business.

**116**

Our freight emission in tCO2e in 2021

**67**

% of tkm freight moved by cargo



# Sustainable logistics

## Actions in 2023

Renew our carbon audit in 2023 in order to define actions and pilot our emissions evolution.



## Ambition

Traditionally, the set-up and operation of fleets of autonomous vehicles has meant frequent travel for our deployment and maintenance teams.

Not only does this have an obvious environmental impact, it can also prolong the various stages for our customers.

Our long-term vision includes commissioning our autonomous vehicles locally through our clients and/or partners.

We are committed to reduce the carbon footprint of all our business travel with more and more remote diagnostics and maintenance.

### Why it matters

Similar to goods, the transport of people is one of the primary sources of greenhouse gas emissions our company needs to curb. We firmly believe this includes reducing or finding alternatives to business travel and commutes.

**204**

Total business travel emission in 2021 in tCO2e

**0.9**

Average emission of tCO2e per vehicle deployed on a client's site



# Remote operations

### Actions in 2023

Set and define an indicator of Corporate Travel per site deployment installed.

Establish local maintenance subcontracting policy.

# Thank you

Connect with us



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