

CSR REPORT 2022

ACCELERATING SUSTAINABLE MOBILITY FOR ALL

C O N T E N T S

CEO's Editorial

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FUTURE

EDITORIAL

ACC, a young company founded in 2020, is driven by its strong ambition of contributing to the energy transition by improving the accessibility of electric mobility that is sustainable and eco-friendly, and meets the highest ethical and social standards. Above all, this is an exciting human adventure!

Above all, this is an exciting human adventure! In two and a This initial CSR report is an opportunity to set out the half years, we have grown from 40 to over 1000 staff. Each challenges we face and how we have decided to tackle and every one is motivated by their shared goal of helping them: our four-pillar CSR strategy, the actions we have to create a new industry in Europe and transform the already taken and our roadmap for 2025. I am proud to automotive sector into cleaner mobility through a project put my name to this document on a subject I consider that highlights innovation and is set to make the European to be paramount and consubstantial with our business Union technologically and industrially independent from development. I will now hand over to my colleagues, who will explain exactly what we are doing. players in Asia. The latter currently control over 85% of the world battery market. I must thank our pioneers for their unstinting devotion to this project and this race Yann Vincent against time. We have reached key milestones together CEO in 2022, such as our first gigafactory emerging from the ground in Billy-Berclau (Hauts-de-France) in just a year, various prototypes being approved by R&D (Bordeaux/ Bruges centres) and many production processes being optimised at our pilot plant in Nersac (Nouvelle-Aquitaine).

Since this adventure began, I have always wanted us to be mindful of our societal and environmental responsibilities in the way we conduct our business at all levels of the company. How can we be credible in our mission if we do not apply the highest standards of environmental protection, worker rights, human rights, ethics, sustainableprocurement, etc.? But beyond reducing the negative impact of the whole battery value chain, we also believe in the importance of making a positive contribution to our staff, our localities and society in general. For example, we aim to relocate the supply chain to Europe, with 70% of our direct suppliers to be European by 2025 and plan to share knowledge from our R&D work with industry and the scientific community.

SITUATION

Transport is the sector emitting the most greenhouse gases in Europe.



96% of these emissions are CO2 from fuel combustion.

Electric vehicles are seen as one of the effective short-term solutions that can reduce motor vehicles' impact on climate change.



Europe currently produces just 3% of the planet's batteries.

The European Union produces only 1% of the raw materials that go into battery components.

of the manufacturing and production chain for batteries is currently located in Asie.

In light of the health and economic crises caused by **COVID-19,** electromobility has been identified as a key factor for national support and recovery plans.



In 2019, the European Commission launched a pan-European research and innovation project across all segments of the battery value chain (the IPCEI). This allowed seven Member

States including France to help fund 17 innovative projects run by national businesses. ACC is among them, and is the only one building battery cell production plants.



In 2020, Saft and Stellantis created a co-enterprise, ACC, and were joined in March 2022 by Mercedes-Benz.



THE **CREATION** CONTEXT

AMBITION

To become the European **leader** in battery cells and modules and enable sustainable mobility for all.

To be competitive en produisant

des batteries automobiles

plus abordables.

To create employment opportunities and develop the skills and economic fabric needed to grow this new European industrial field producing batteries for electric vehicles.

To make decisions that

are sustainable, ethical

and environmentally

responsible.



MANIFESTO

How do we enable every European citizen to access sustainable, highperformance and Europeanmade mobility? ACC was born out of high-profile industrial and political stakeholders' desire to answer this question in an ambitious and tangible way.

Ambitious, as we want nothing less than to contribute within a limited timeframe to developing the new European electric-vehicle battery industry; to be a company mindful of its impact that takes responsibility for its decisions.

Tangible, as we aim to equip over 2 million vehicles a year by 2030.

To this end, we will enable the industrial transformation of three "historic" European automotive sites. In time, almost 7000 people will work at ACC to drastically reduce greenhouse gas emissions from transport in an exciting and strategic human and technological adventure.

We believe that, to succeed, CSR* must be at the heart of what we do. Working in response to sustainability issues forces us to be responsible at all times, specifically at every stage of our product manufacturing lifecycle. Our approach takes in the ethical, social and environmental requirements of

*Corporate Social Responsibility **Important Project of Common European Interest (European



our procurement policy, continuous optimisation of our energy consumption, eco-design and recyclability, plus people development, showing the strength of our convictions and our ongoing commitment to everyone.

ACC bases this "native-CSR" industrial vision on a key value: the collective internally, of course, but also with regard to stakeholders. Faithful to the IPCEI** spirit that created it, ACC makes knowledge-sharing and partnership development catalysts for building an industrial and academic European responsible battery ecosystem. This makes ACC an important regional player in the energy transition, creating direct and indirect jobs with high added value.

Given the challenge represented by the vital power increase of electric mobility "made in Europe", ACC's staff know they must take on the requirements of the contributory enterprise. They are working on it already.

ACC'S KEY MILESTONES

\$



Q

\$



IPCEI launched for batteries, making ACC possible. Major public funding.

08/2020

Q



ACC entity created avec deux Actionnaires principaux : Saft et PSA-Opel.

09/**2021**

Q

4

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Bruges centre of expertise opened



Q



4

Nersac pilot line launched



Mercedes became the third shareholder



Q



\$

Billy-Berclau gigafactory to open

INTERVIEW

ACC is in a real race against time needed for the exponential growth of the electric vehicle market. This quick growth supercharges our organisation, our recruitment and all our activities, so an ambitious approach to CSR is also a key element – a kind of "guardrail" that prevents us moving too fast or being driven by anxiety.

Jean-Baptiste Pernot Chief Operating Officer





Gigafactories in Kaiserlautern and Termoli to open

OUR RESOURCES

Human

 $893\,$ staff at the end of 2022 $\,$ 32 nationalities

Financial



1,283 Mrds € French and German State support

Intellectual

。 人们

31 patents filed 71.4% of ACC teams working on innovation and R&D at the end of 2022

Industrial

3 gigafactories by 2025

Raw materials

4 Strategic materials (Cobalt, Nickel, Lithium, Graphite)

THE ACC **BUSINESS MODEL**



<u>U</u>Ni

(Mn)

OUR RESULTS

Human



1600

jobs created by the end of 2023

7 0 0 0 jobs created by the end of 2030

Orders



320 GWh secured for 2024-2030

Module production



120 GWh bv 2030

to equip 2 million electric vehicles

Societal progress



• Technological sovereignty for Europe and knowledge-sharing (e.g., term financing for 5 PhDs per year)

 Equivalent of 30 to 40 million tonnes of CO2 avoided (electric vehicles with ACC batteries)

• Brownfield approach: help with the industrial development of 3 automotive sites impacted by the energy transition

 Have 70% of direct suppliers (Bill of Materials) in Europe by 2025

• New training and skills develbeqo

WHAT ACC DOES

ACC designs products and processes, produces cells and assembles them into modules, which are then sold to vehicle manufacturers who finish off the battery pack installed on vehicles.

ACC uses two key stages of development:

STAGE 1

A research and development stage at two sites in Nouvelle-Aquitaine: the Center of Expertise in Bruges and the Center of Industrial Excellence in Nersac. Battery cells and modules are designed and tested for strong performance (prototypes are made before production begins at our plants, then industrial implementation happens at the gigafactories). The goal is also to find technical solutions to make batteries with a better carbon footprint than that of competitor products and to then prove they work in real situations.

STAGE 2

An industrial stage with three mass production plants: first Gigafactory in Billy-Berclau in France, then Kaiserslautern in Germany, and then Termoli in Italy, with estimated total production capacity of at least 2 million batteries a year (120 GWh) by 2028-2030.





MANUFACTURING CELL MODULES

Battery cells and modules: four manufacturing stages (simplified version)



ACC INDUSTRIAL PROCESS DIAGRAM





\mathbf{f}

Strong pressure on strategic mineral resources (metals) needed to make batteries for all purposes: vehicles, IT, energy, etc. and increased competition for them.

2

Social, societal and environmental impact (working conditions, pollution, etc.) of extracting and processing these metals which put extra pressure on stakeholders to use "responsible" supply chains based on traceability and transparency.

THE

SECTOR'S

CHALLENGES

ACC FACES

EIGHT KEY

CHALLENGES

ACC has an obligation

to report on its use

of public subsidies

and to abide by its

commitments under

the IPCEI.

Gradual restriction of combustion vehicle **use,** while electric vehicles remain very expensive for most motorists and need improved technical performance: battery

life, speed and charging

infrastructure...

5

Battery production uses high levels of water and **energy** — in a recent context of electricity and gas price hikes — and the associated carbon footprint is significant.



(8)

Ensure it fits harmoniously into each region it operates in by building high-quality relationships with local communities, particularly by taking local people's main concerns into account.

Interview de Stève Bossart Mayor of Billy-Berclau

"In 1969, French officials decided to transition from coal mines to motor vehicles with the creation of Française de mécanique. Today, given climate change and factory closures, local stakeholders are turning to the ACC project which is revitalising the industrial area and has seen exemplary dialogue between all those involved since the start.



Interview de Marie Chéron Vehicle Policy Manager for the France T&E branch

"ACC is one of the key players in the French and European battery industry and in the green industry we so need to decarbonise the economy and transport. Two conditions seem essential for this transition to succeed: a production decarbonisation strategy involving all stakeholders

The battery represents 40% of the cost of an electric vehicle on average and accounts for most of its environmental impact.



End of life and recycling for batteries remain key concerns, with improvements hoped for in terms of second life and recovery of raw materials.



So, we are proud to welcome France's first battery gigafactory to our area.

It fits nicely into the third industrial revolution in Hauts-de-France, which is good news for jobs and the development of a promising new industry, electromobility."

> needs to be implemented and the human elements (human and worker rights and ethics) and environmental aspects need to be constantly taken into account from the mine to the factory exit door."

ACC'S CSR APPROACH

Given these issues and the challenge of creating a new battery industry in Europe, which has the highest environmental, social and ethical standards, ACC has based its CSR approach on identifying its material areas, i.e., those with the most impact (positive or negative) on external and internal stakeholders.

Underpinned by ACC's ambition and raison d'être, this approach is structured **around the following 4 pillars:**

AMBITION

Become a European leader in battery cells and modules for electric vehicles..

RAISON D'ÊTRE Accelerating sustainable mobility for all.

Eco-design and innovation,

as it is when products, manufacturing processes and plants are designed that the business has the most room for manoeuvre to reduce and improve its environmental impact with ongoing continuous improvement.

Responsible sourcing and manufacturing, always being mindful of consistency between how we work and the main goal behind the founding of the business: contributing to the energy transition.

An engaging working environment and people development, as ACC people are our real wealth and this ambitious project relies on them. Contributing to the development of an industrial European ecosystem (suppliers, partners and especially recycling) and academic ecosystem for batteries (initial and ongoing training, research partnerships, etc.).



Eco-design and innovation

- → Optimise the energy-intensive and solvent-using manufacturing process.
- \rightarrow Improve product recyclability.
- → Conserve resources/strategic metals used to make cells (mainly Nickel, Cobalt and Lithium).
- \rightarrow Optimise and reduce battery volume and weight.
- → Optimise battery performance (life and recharge speed) to encourage the transition to electric vehicles.
- → Improve electric vehicle battery security.





Interview d'Agnès Huguet ACC CSR Manager

"Because ACC was founded to develop sustainable mobility in all senses of the term, it seemed obvious to put CSR at the heart of things from the very beginning of the adventure. Through a structured approach and ambitious goals, and by involving CSR in all staff roles and introducing inspiring initiatives, we work each day to make our activities more environmentally friendly, supportive of our employees and mindful of all stakeholders."

PILLAR #2:



Responsible sourcing

- → Between 80% and 90% of the social and environmental impact of batteries produced by ACC are associated with the supply chain.
- → China currently controls most of the refining for the premium raw materials needed to make batteries (Lithium, Cobalt and Natural Graphite), mostly using coal and other fossil fuels to power its factories.
- → The extraction and refining of raw materials are more than just an environmental concern: they represent human rights and labour rights issues.

Responsible manufacturing

- → Limit the impact and emissions of our plants as far as possible.
- → Reduce and optimise the carbon footprint of an energyintensive and greenhouse gas-emitting production process.
- → Optimise the use of resources other than energy (raw materials, water, etc.).
- → Reduce and reuse or recycle waste from our industrial activity wherever possible.

PILLAR #3:

Engaging working environment and people development

- \rightarrow Attract talent to our plant production teams, Innovation and Project teams and all the departments we need for our project.
- \rightarrow The context is one of shortage occupations, and especially in Hauts-de-France where two other gigafactories are looking for similar profiles.
- \rightarrow Support the transition of staff arriving from the automotive sector by training them in the specifics of battery production (e.g., dry rooms).
- \rightarrow Provide for the high-quality recruitment, onboarding and integration of new talent at a fast pace, equivalent to one then two members of staff per day (800 staff in 2.5 years).
- \rightarrow Attract women to this male-dominated sector to achieve a female recruitment rate for our plants that is above average for the industry.



PILLAR #4 :



Public fundings contracts and allocation of German fundings, with Yann Vincent, Peter Altmaier, Ralph Wangemann and Xavier Chereau, September 2021.

European industrial and academic battery ecosystem

86% of lithium-ion batteries are made in Asia, versus just 3% in Europe. This imbalance creates serious issues for Europe when it comes to industrial and technological sovereignty.

- \rightarrow Develop research and knowledge, and relocate battery production to Europe.
- \rightarrow Support the conversion of automotive production sites currently manufacturing combustion engines.
- \rightarrow Develop training in the jobs needed for this new area of industry and make them especially attractive to the target audience (young people, women and career changers), as well as to everyone.
- \rightarrow Have suppliers who can design and produce the components and equipment required to make and recycle batteries in Europe.

ACC's contribution to the UN Sustainable Development Goals (UN SDGs)



By helping to create a new area of industry in Europe and developing people to work in the battery sector through initial and ongoing training, ACC is boosting the skills of and increasing access to work for many people.

9 INDUSTRY, INNOVATION AND INFRASTRUCTURE

The ACC project is underpinned

by significant R&D work with two

dedicated facilities, a centre of

expertise and a pilot plant where

engineers and researchers work on

the four next battery generations.

Prioritising knowledge-sharing,

ACC has agreed research

partnerships (including under

the IPCEI) with different

bodies, laboratories and higher

education institutions. Finally,

ACC is contributing to the

reindustrialisation of Europe by

building new plants in France,

Germany and Italy.

AND INFRASTRUCTURE





ACC wants to promote women's access to its jobs and to have a female employment rate above the industry average.

2 RESPONSIBLE CONSUMPTION AND PRODUCTION



The ACC project is contributing to the development of electric mobility and creating a European battery industry that meets stringent environmental, social and ethical criteria, particularly associated with rawmaterial supply and manufacturing (preparation for ISO 14001 certification is underway).



ACC provides highly-qualified job roles and enables staff to develop their skills (through training). Its high standards for working conditions apply to the entire supply chain. ACC also promotes diversity as a priority.



ACC's creation is part of a Europe-wide movement to decarbonise the transport sector by developing a battery industry for electric vehicles.

The project aims to minimise its carbon footprint and consistently optimise it through R&D work on the next generations of batteries and high standards for our suppliers.



PILLAR #1 ECO-DESIGN AND INNOVATION

Achieve a carbon footprint per cell of 40 kg eqC02/kWh.

N.B. IVL's 2019 study reported the carbon footprint of batteries for electric vehicles as between 61 and 106 eqC02/kWh.



OUR COMMITMENTS

- Design manufacturing processes and products that perform technically better and better and are increasingly eco-friendly.
- Develop a circular model with products that can be repaired, reused or recycled and that include more and more recycled materials, and work on extending product lifetimes.

ACTION AREAS

- → Using eco-compatible materials and optimising chemistry.
- → Optimising our products' design to include fewer raw materials and reduce our modules' weight and volume.
- \rightarrow More virtuous manufacturing processes.
- \rightarrow Products that last.



What exactly is ACC doing?

Raising "Innovation" management teams' awareness of eco-design

This approach targets Innovation, Engineering and Industrial management who are responsible for new products, new manufacturing processes and new plants. The aim is to identify new things we can do to reduce our products' environmental impact using the 8 spokes of the eco-design wheel.



The main principles of the eco-design vision

We aim to minimise our environmental footprint by reducing our impact through design and process.

For each of the four areas mentioned opposite, we are doing all we can to eliminate, reduce, increase or begin. We are prioritising a drastic reduction in energy use, removing solvents from processes, product recyclability and optimising the use of materials and plant space.

Interview with Elodie Malka ACC Environment Manager

Why has ACC chosen to make eco-design the first pillar of its CSR approach?

"When you discover that over 80% of a product's environmental impact is down to its design, it becomes obvious that eco-design is key to ACC."

Dry Process

Interview with Thomas Devanne Process Innovation Manager

The Dry Process is a very innovative way of making electrodes. While current processes use significant amounts of solvents, generating a need for oven-drying, the Dry Process is 100% solid: without solvent and oven-drying, energy use is drastically reduced.



In numbers



65 people trained in the 8 spokes of the eco-design wheel



Reduce by **80 %** the energy consumption on the mixing stage thanks to the implementation of the Dry Process

KEY CONCEPTS

Some numbers to explain the carbon footprint of electric vehicles **50**[%]

of an electric vehicle's carbon footprint is down to its battery



of our products' total carbon

comes from our suppliers

the first cells in France today)

footprint

75[%]

NMC powder + aluminium + energy to produce cells and modules = % of the carbon footprint of the battery according to baseline international studies



The carbon footprint of the manufacturing process can vary by a factor of 1 to 25 depending on the source of energy used in plants



Raw-material sources and ACC site locations





PILLAR #2.A **RESPONSIBLE SOURCING**

100% of our suppliers (considered as priorities on the issues of sustainability) to have at least EcoVadis gold medal certification by 2025

OUR COMMITMENT

Set up and guarantee a fair, transparent and sustainable supply chain that continuously reduces our environmental impact.

What is a responsible supply chain?

A supplier selection process that includes social, ethical and environmental performance factors.

Between 70% and 90% of ACC's environmental and social impact comes from its supply chain. Therefore, it is important to mobilise and involve suppliers with its CSR approach to reduce its negative impact and achieve complete transparency about the origins of raw materials.

ACTION AREAS

- → Define CSR criteria for ACC and its suppliers through the Sustainable Supply Chain Charter charter and a supplier CSR questionnaire.
- \rightarrow Partnership with EcoVadis: formalise a responsible procurement policy, train buyers, evaluate and support suppliers to boost their skills and ensure they perform to our CSR standards.
- \rightarrow Take our CSR requirements into account at sourcing committees.
- \rightarrow In time, audit supplier sites.
- \rightarrow Formalise a "Due Diligence in Supply Chain" programme within the supply chain.



What exactly is ACC doing?

Sustainable Supply Chain Charter

In its Sustainable Supply Chain charter published in September 2021, ACC formalised the CSR standards it applies to direct suppliers. These mainly focus on responsible business practices (ethics, anticorruption, worker health and safety, rules regarding ore and raw-material traceability, etc.) and the environment.

Supplier evaluation

All suppliers of elements that go into our products must be evaluated and approved by EcoVadis. The score is valid for a year and gives our suppliers the chance to improve their performance. EcoVadis evaluation is renewed annually and must remain up to date throughout the ACC supply contract.

EcoVadis support





Since 2022, ACC has worked with EcoVadis to carry out an initial assessment of suppliers. EcoVadis will help ACC develop a database of suppliers who follow best practice regarding the environment, ethics, human rights, labour rights and sustainable purchasing. EcoVadis will also be responsible for training ACC buyers in sustainable purchasing.



Interview with Olivier Talabard Supply Chain Director, Traceability Manager

"ACC faces two main challenges. First, it is hard to gain reliable information about the whole supply chain, which starts in the mines. Second, it is complicated to make use of and protect the data shared by different suppliers. We need to instil confidence and credibility and use tools that guarantee confidentiality to gradually achieve maximum traceability."



RESPONSIBLE MANUFACTURING

PILLAR #2.B

Achieve ISO 14001 in 2024 and have our gigafactories certified to ISO 50001.

ISO 14001 is a set of requirements that an organisation's environmental management system must fulfil.

ISO 50001 is a standard that aims to reduce an entity's energy consumption and spending while helping it lower its carbon footprint.

OUR COMMITMENT

Actively and continuously reduce the environmental impact of the battery cells and modules at each stage of their lifecycle.

ACTION AREAS

ACC has decided on six action areas for its environmental policy:

- **1** Apply eco-design principles to its products and industrial processess,
- 2 **Reduce and optimise** its energy consumption,
- 8 Reduce the environmental impact of transport and logistics,
- **Reduce** the environmental impact of its raw materials and activity,
- 6 PConserve water resources,
- 6 Reduce waste and adopt a circular model.



What exactly is ACC doing?

Optimising production processes pre-launch

Interview with Laurent Brethes Industrialisation, Utilities and Energy Efficiency Engineer in ACC's Industrial management team

"Before the launch of our first gigafactory, in collaboration with our suppliers, we have worked with the teams in charge of the industrial process and setting up the equipment to define and reduce energy needs and to make the best possible use of the space available.

Water consumption

By improving our demineralised water production system and replacing some cooling towers with adiabatic towers, we have reduced our projected annual water use by 150,000 m3 – almost a third.

Identifying plant environmental impact

Our environmental impact is one of our top priorities. Through analysis of our sites' potential impact, we have introduced an organisational approach based on the top standards. Our approach is built on continuous improvement which has enabled us to optimise impact reduction at source.





This optimisation has allowed us to limit the extra energy need by 42%, almost doubling our production potential for the first block (from 8 to 15.1 GWh), all in the amount of space initially planned."



PILLAR #3

ENGAGING WORKING ENVIRONMENT AND PEOPLE DEVELOPMENT

Obtain Great Place to Work certification by 2025

OUR COMMITMENTS

- Help develop and strengthen a highly-qualified workforce manufacturing cells through training and adequate ongoing instruction.
- Encourage motivation and an environment that engages our staff.

ACTION AREAS

- → Deploy ACC skills matrices for each professional area to structure our recruitment and HR development activities.
- → Train all staff in the basics of company life (CSR, anticorruption, safety, etc.) and provide specific training to meet the needs of job roles and develop managers.
- \rightarrow Deploy an online training platform.
- → A round of negotiation began in 2022 with staff representatives covering all work and company-life topics.
- → Carry out a satisfaction survey in early 2023, which will be repeated annually (with an emphasis on occupational stress).



Interview with Sylvain Colas Recruitment Manager

"With each new hire, we build a more diverse team of colleagues who work together to create a greener future. We are also committed to training talent from ailing sectors or who are alienated from the workplace to give them the chance to move into one of the most dynamic sectors for the coming years."

What exactly is ACC doing?

ACC is a human adventure above all! But who actually works at ACC?

At the end of 2022, ACC employed 893 people: 705 men and 188 women of 32 different nationalities who collaborate each day on the dawn of a new industry.

On average, one person joins the ACC adventure a day.



Training future operators for our first gigafactory

Those recruited to work at the factory will receive theoretical training at Billy-Berclau, then practical training for three months at the Nersac pilot plant.

In January 2023, around 50 staff from Stellantis took part in this training, which taught them the specifics of their roles in the dry room.



Pow'Her: the ACC women's network

Pow'Her is a network of women and men who want to make ACC an inclusive place to work where everyone can develop, promoting cross-cutting initiatives that benefit everyone, collective intelligence, togetherness and mutual support.



Happy trainees

ACC is committed to training young people through a proactive internship and work/ study policy. We were awarded HappyTrainees 2023 certification by our

students, showing the quality of the learning areas and environment we provide.



In numbers







PILLAR #4

EUROPEAN INDUSTRIAL AND ACADEMIC BATTERY ECOSYSTEM



At least 70% of our direct purchases to come from Europe by 2025

OUR COMMITMENTS

- Contribute to reindustrialisation and developing a European ecosystem for responsible batteries.
- Share all knowledge not protected by intellectual property with industry and the scientific community.

ACTION AREAS

- → Adopt a brownfield approach when choosing our industrial sites (our three gigafactories are being built on existing automotive industrial sites) – see opposite.
- \rightarrow Relocate the supply chain in Europe.
- → Help with training and employability for people in our localities.
- → Share knowledge with the scientific community, especially R&D results not covered by intellectual property.



Interview with Arndt Doehler Partnerships, Innovation Projects, Bruges and Germany R&D Link

"Through its German partnerships, ACC is developing a European supply chain for battery manufacturing. It particularly relies on a solid German scientific ecosystem which supports its R&D goals, but also a federal desire to provide funding opportunities."

What exactly is ACC doing?

Partnership policy

Partnership with Umicore (specialist in technological material circularity): two strategic partnerships agreed in 2022:

- Recycling production scraps at the Bruges and Nersac sites,
- Long-term supply of cathode materials powdered metals to make positive electrodes. These materials are key strategic assets.



The brownfield approach

In this approach, existing industrial sites are transformed to become fit for future activities. As an essential element of current ACC developments, they provide for competitive production sites with minimum construction-related environmental impact. Our three sites were previously locations used by Stellantis to produce vehicles with combustion engines.

Interview with Emilie Mercey R&D Partnerships Manager

"The IPCEI helps us fund innovation at ACC and our initial industrial deployment, but that's not all...

We have made stimulating commitments: collaborations with others in industry and Research and Technology Organisations (RTOs) as part of the "IPCEI on Batteries" project, at least 5 PhDs a year, knowledgesharing through collaborations with European academics and participation in emerging training for the battery sector."

Research partnerships

- ACC is involved in various research projects, including a multi-year agreement with the CEA technological research organisation looking at advanced technologies for future generations of batteries.
- ACC is also consolidating its partnerships across its localities in France, Germany and Italy. In Hauts-de-France, a collaboration with INERIS (the French National Institute for Industrial Environment and Risks) has developed tests to evaluate our products' safety performance.



Billy Berclau (Hauts-de-France) former "Française de mécanique" (PSA) factory

Termoli (Molise) Fiat-Chrysler site

Kaiserlautern (Rhénanie-Palatinat) Opel site



SUSTAINABILITY IN MOTION

GOALS:

- \rightarrow Ensure that all staff have CSR training at least once in their first 6 months at ACC.
- \rightarrow Make sure that all staff have the same minimum level of knowledge and understanding in terms of:
 - CSR basics.
 - ACC's CSR challenges, impact and contributions,
 - ACC's CSR approach policy, priorities and goals.
- \rightarrow Make clear to staff how they are expected to contribute to ACC's CSR goals.
- \rightarrow Encourage everyone to be engaged and involved with CSR at their own level and offer suggestions of new ideas and initiatives.
- \rightarrow Systematically involve CSR in projects and decision-making processes at the different entities.

2022 STRATEGY

- \rightarrow Make CSR a key aspect of onboarding for new hires.
- \rightarrow Develop and roll out CSR training modules for all staff.
- \rightarrow Regularly communicate about CSR on the ACC intranet and at internal staff meetings with an editorial calendar that includes key milestones and events (World Environment Day, European Sustainable Development Week, etc.).
- \rightarrow Create a community of CSR volunteers and correspondents.
- \rightarrow Organise Fresque du Climat workshops for CSR correspondents and the Executive Committee.
- \rightarrow Encourage staff to suggest how to improve and to implement proposed CSR initiatives.



The CSR Champion role

Interview with Guillaume Demortain Customer Project - Master Planning Manager

What exactly is ACC doing?

WHAT EXACTLY IS ACC DOING? THE KEY PREREQUISITE: RAISING STAFF AWARENESS ABOUT CSR AND **PROVIDING ANTICORRUPTION TRAINING**

An 18-module microlearning course has been rolled out to answer the following questions:

- What is ACC's approach to CSR?
- What challenges do we face and what is our main impact?
- · What are we doing to reduce our products' carbon footprint and ensure that our suppliers respect our public commitments to responsible procurement?
- Where do we want to be by 2025?



Interview with Mathieu Hubert Secretary-General and Communications Director

"We have the clear ambition of spearheading the brand-new battery industry in Europe. This goal only makes sense if supported by a strong CSR culture that is shared, driven forward and embodied by each ACC staff member. Everyone should feel proud to be part of a project that puts its environmental, social and societal impact at the heart of its concerns and strategy."

In numbers



invited to complete the training - all company staff when the training launched.

533 people

"As a CSR Champion, I can align my environmental conscience with my work at ACC and embody CSR policy in my department and team. For example, we organise events promoting "soft" mobility, use awareness-raising tools like Fresque du Climat workshops and involve CSR goals tangibly in our projects. Think global, act local!"

INTRODUCING INTERNAL CSR GOVERNANCE

- \rightarrow In March 2022, the "CSR SteerCo" CSR steering committee was created, made up of members of the Executive Committee and other directors. This cross-cutting body meets once a quarter.
- \rightarrow In April 2022, a volunteer appeal was launched to recruit CSR Champions at entity level and the CSR Forum (the CSR operational committee) was arranged.

REGULAR INTERNAL EVENTS THROUGHOUT THE YEAR

The CSR editorial calendar has articles and events put on throughout the year - Safety at Work Week, quality of working life, European Sustainable Development Week and Mobility Weeks, anticorruption training, etc. Some events are staff initiatives, like May by bike, Octobre rose (breast cancer awareness month), Movember and World

Cleanup Day.

CSR PRIORITIES 2023



2025 VISION

ACC'S GOALS FOR 2025 FOCUS ON THREE KEY AREAS:

Where we are in 2022 and where we want to be in 2025

In 2022, we worked on defining commitments and CSR goals, and on defining and introducing internal governance for these areas.

Regular communications and training modules have been rolled out for staff. The aim is that, by 2025, the scope and policies will be in place, the roadmaps and goals will be approved, CSR will be fully integrated into everyone's professional practices, reporting will be regular and ACC will be recognised for its professionalism and conscientious approach to CSR.





The three main priorities that will guide us to embody this 2025 vision:

Pursue excellence in key CSR issues drastically reduce our carbon footprint, introduce responsible, transparent and reliable procurement, be an example when it comes to business ethics and environmental management;

Strive to become an environmental champion by moving from a CO2-focused approach to lifecycle analysis, take ecodesign a step further, do all that can be done with the circular model, contribute to introducing more virtuous recycling processes;

Be a contributing business: across the "People" and "Profit" sustainable development pillars, we want to have a positive impact on all key areas reindustrialisation and training, direct and indirect employment, taxes for our localities, initiatives to make the industrial sector more attractive to women, etc.

GLOSSARY

Anode: Negative electrode.

Baking: When cells are made, this is the "drying" operation used to reduce residual moisture levels as far as possible.

Calendering: The calendering stage gives electrode strips the desired thickness and porosity.

Cathode: Positive electrode.

Cell: Basic element of a battery comprising electrodes, an electrolyte and a separator. Cells are assembled in modules within a battery.

Coating: Cell production stage where ink (containing active-material powders, additives and solvents) is applied to an aluminium sheet for the cathode and a copper sheet for the anode.

Electrolyte: Substance with conductive properties due to mobile ions. Electrolytes can be liquid or solid.

GHGs: Greenhouse gases are gaseous components that absorb infrared radiation emitted by the Earth's surface, and in doing so contribute to the greenhouse effect.

GWh: Symbol for a gigawatt-hour, a unit of energy exchanged representing a steady power of one gigawatt running for one hour.

IPCEI: Important Projects of Common European Interest (IPCEI) are a European mechanism promoting innovation in strategic and promising industrial areas through transnational European projects. It allows Member State public authorities to fund initiatives beyond the limits typically set by European State aid regulations.

Module: A module contains multiple cells. Various modules are assembled by a vehicle manufacturer to make a battery pack.

Slitting: Where coated sheets are cut to achieve the desired electrode strip width.

Stacking: The stage where the active part of the battery is assembled by stacking electrodes, combining positive and negative electrodes isolated by a separator. The form and technology depend on the cell's dimensional parameters.

VOCs: Volatile organic compounds (VOCs) are substances with at least one carbon atom and one hydrogen atom. They are found as gases in the atmosphere.

ABOUT ACC

Founded in 2020, we are a rapidly growing high technology company working on battery technology for electric vehicles. We are the fruit of an initiative led by Stellantis and TotalEnergies – with its subsidiary Saft - joined by Mercedes-Benz and strongly supported by France, Germany and the European Union. Our new R&D centre is now open in Bruges (Bordeaux) and our state-of-the-art pilot plant is operating in Nersac (Nouvelle-Aquitaine). Our first gigafactory is being built in Billy-Berclau Douvrin (Hauts-de-France) and we are set to open a second gigafactory in Germany in 2025. We have also announced a new gigafactory for Termoli, Italy (subject to further confirmation). This represents a total investment of 7 billion euros and is just the beginning. We are establishing ourselves in the long term around the world with an international network of R&D associates, industrial partners and suppliers.

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