

Business report 2022

Including the Extra-Financial Performance Statement




Brittany Ferries



Editorial

For half a century, Brittany Ferries, a French shipping company and France's leading employer of French seafarers, has been boosting trade and contributing to the economic and tourism development of the coastal regions served by its shipping routes. Over the years, it has steadily strengthened its territorial roots and demonstrated its determination to extend its influence beyond the borders of Brittany and Normandy.

Battered by Brexit and Covid headwinds, Brittany Ferries is setting its sights on new challenges. Supported by its partner local authorities and its farmer shareholders, it continues to pursue its fleet renewal and energy transition, and confirms its commitment to the French flag.

By 2025, five new ships will have joined the fleet. Following the arrival of Galicia in 2020, the Company commissioned Salamanca in 2022 and took delivery of Santoña. These two ships, powered by liquefied natural gas, will be joined by two new LNG/Electric hybrid units in 2024 and 2025. In anticipation of this, these five ships are already designed to run on the bio-sourced fuels of the future.

In parallel, in 2022, with the support of the French government, the European Union and the Normandy and Nouvelle-Aquitaine regions, Brittany Ferries launched its rail-freight motorway project. Complementing other modes of transport, by 2024 this rail motorway will link Cherbourg-en-Cotentin to the European freight hub of Mouguerre/Bayonne on a daily basis, offering hauliers an alternative to road transport by linking the British Isles, Ireland and Spain.

As Brittany Ferries celebrates the fiftieth anniversary of its first sea crossing on 2 January 2023, the company is betting on a future that respects the environment, both at sea and on the rails.

Christophe Mathieu, Chairman of the Executive Board

We would like to thank all of the employees who contributed to the preparation of this report, and in particular the Group's CSR correspondents.



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Values & ambitions

HALF A CENTURY OF HISTORY AND COMMITMENT

1972 saw the creation of B.A.I. [Bretagne – Angleterre – Irlande], the trading name of which soon became Brittany Ferries. 1973 saw the maiden voyage of Kérisnel, the Company's first ship.

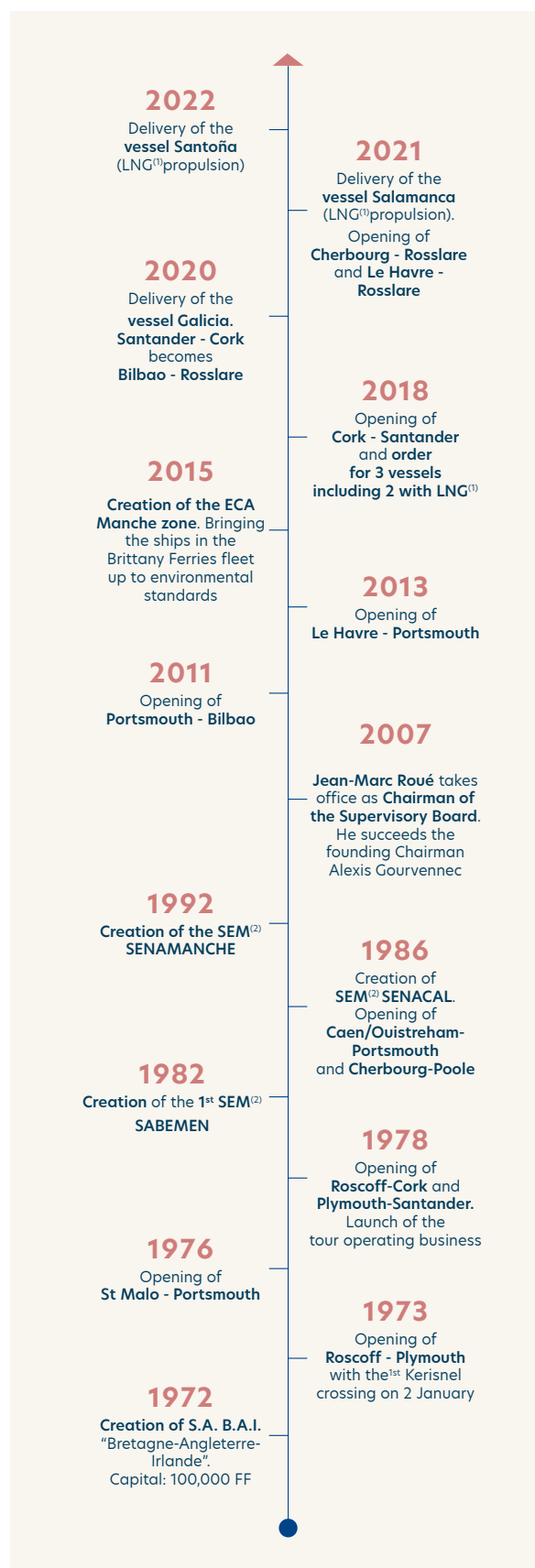
A Company created and owned by Breton farmers

Alexis Gourvennec was a visionary young farmer with an uncommon will to open up the economy and tourism industry of Brittany. He mobilised his fellow farmers around four projects: the development of road infrastructure, the improvement of telecommunications links, the construction of a university in Brest and the creation of a deep-water port in Roscoff, to directly export Breton vegetable production. He was convinced that, once the port was up and running, the shipping companies present on the market would seize this new commercial opportunity offered by Britain's entry into the European Economic Community. But his vision was far from shared. No ferry companies answered the call. Alexis Gourvennec then made his decision: if the shipping companies aren't prepared to act, the farmers will do it themselves. So they created the B.A.I. [Bretagne – Angleterre – Irlande]. On 2 January 1973, Kérisnel set sail from Roscoff for Plymouth. Seven lorries transport artichokes and other vegetable crops. The freight business was launched. The first passenger requests soon followed. In 1974, the passenger business was launched and the brand name Brittany Ferries was registered.

A vital link in sustainable economic development

The Finistère-based company, which was founded almost 50 years ago, is now one of Brittany's economic powerhouses. As a major French player in European shipping and tourism, Brittany Ferries plays a key role in the economic and tourism development of the coastal regions in which it operates. With a fleet of twelve ships, Brittany Ferries is the leading employer of French sailors, and a leader in the Atlantic Arc.

At the helm since 2007, Jean-Marc Roué, Chairman of the Supervisory Board, with the same visionary spirit, has continued to develop the Atlantic Arc's maritime routes: "Despite Brexit, Brittany Ferries will still be there to connect England with France and Spain while continuing its development in Ireland. That's its DNA. And the ambition goes far beyond that. For Brittany Ferries, bringing together the coastal regions of Western Europe is beneficial for everyone. The Company's development contributes to economic, tourist, cultural and human exchanges, in total harmony with the evolution of political and societal expectations linked to the environment".



⁽¹⁾LNG: Liquefied Natural Gas.

⁽²⁾SEM: Semi-Public Company.

THE BRITTANY FERRIES BRAND PHILOSOPHY

Brittany Ferries, a company with a human face, committed to its beliefs and its customers. More than a ferry company and a tour operator, we see our customers as travellers, not tourists, with the ambition of:

Revealing and promoting the fabulous holiday destinations offered by the coastal regions of Western Europe.



THE PERSONALITY TRAITS OF BRITTANY FERRIES

- Change agents
- Curious in spirit
- Generous
- Friendly
- An eye for detail



Presentation of the Brittany Ferries Group

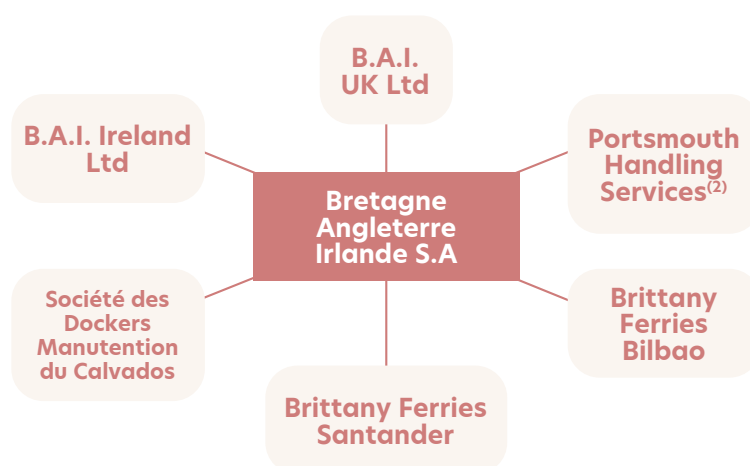
ORGANISATION AND STRUCTURE

BRETAGNE ANGLETERRE IRLANDE is a public limited company (SA) with an Executive Board and Supervisory Board, with share capital of €22,831,056. The Company's registered office is in Roscoff.

The Company's operations are spread across several sites in France (ROSCOFF, SAINT-MALO, CAEN-OUISTREHAM, CHERBOURG, LE HAVRE).

The subsidiaries of the Company BRETAGNE ANGLETERRE IRLANDE are located in ports in Great Britain (BAI UK), Spain (BRITTANY FERRIES BILBAO and BRITTANY FERRIES SANTANDER) and Ireland (BAI IRELAND).

BRITTANY FERRIES GROUP OPERATING COMPANIES⁽¹⁾



GOVERNANCE

The Company BRETAGNE ANGLETERRE IRLANDE is governed by a Supervisory Board and an Executive Board.

The Supervisory Board has thirteen members, including two members representing the employees. Its Chairman is Mr. Jean-Marc ROUÉ and its Vice-Chairman is Mr. Pierre BIHAN-POUDEC.

The Supervisory Board exercises ongoing control over the management of the Executive Board. It also gives its opinion on all decisions relating to the Company's major strategic orientations, and oversees their implementation by the Executive Board.

The Company's Executive Board comprises three members:

- Mr. Christophe MATHIEU, Chairman of the Executive Board and Director of the Strategy and Sales, Administration and Finance Division;
- Mrs. Corinne VINTNER, Member of the Executive Board, Director of the Legal, Human Resources and Subsidiaries Division;
- Mr. Frédéric POUGET, Member of the Executive Board, Director of the Shipping, Maritime and Port Operations Division.

⁽¹⁾Excluding companies with no employees and companies in the Condor Ferries Group (not consolidated).

⁽²⁾PHS subsidiary of BAI UK Ltd.

Supervisory Board



Jean-Marc ROUÉ
Chairman



Pierre BIHAN-POUDEC
Vice-Chairman

Executive Board



Christophe MATHIEU
Chairman
Director of the Strategy and Sales,
Administration and Finance Division



Corinne VINTNER
Member
Director of the Legal Affairs, Human
Resources and Subsidiaries Division



Frédéric POUGET
Member
Director of the Shipping, Maritime
and Port Operations Division

COMPLIANCE UNIT

A Compliance Unit reporting to the Chairman of the Executive Board has been active within the Company since 2018 in order to guarantee the Company's compliance with current laws and regulations (Information Technology and Freedoms Law, PCI-DSS, GDPR, Directive NIS, Code ISM...) and to maintain the consistency and interoperability of the various components of the IT Systems.

INFORMATION SYSTEMS SECURITY COMMITTEE (C3SI)

The company has an Information Systems Security Committee (C3SI), chaired by the Chairman of the Executive Board and led by the Chief Information Systems Officer (CISO). In compliance with current national and European regulations, and in line with the Company's strategic priorities, it is responsible for defining and validating the guidelines and priorities to be implemented in terms of the Company's Information Systems Security Policy, notably in conjunction with the Compliance Unit.

SUSTAINABLE DEVELOPMENT STEERING COMMITTEE

Set up several years ago, this committee, chaired by the Head of Sustainable Development and Maritime Institutional Relations, is tasked with reflecting on the direction of the Group's sustainable development policy, taking into account changes in regulations, and validating priority projects with regard to our challenges.

WORKPLACE RISK PREVENTION COMMITTEE

The Prevention Committee, chaired by the Risk Manager, brings together members of the Executive Board, the Director of Human Resources, the Operational Managers, the Crew Manager, the Company Chief Medical Officer and the Head of Internal Communications. Its aim is to determine the workplace risk prevention policy and implement the various measures defined within the framework of a multi-year programme.

GROUP FINANCIAL INVESTMENTS

As on 31 October 2022



CONDOR
TOPCO LTD

Equity interest: **28.94%**



Condor Liberation,
Commodore Clipper,
Commodore Goodwill
Condor Voyager

B.A.I. UK

Subsidiary: **99.99%**

B.A.I. IRELAND

Subsidiary: **100%**

B.A.I.

Capital

€22.8 M



Brittany Ferries Santander

Subsidiary: **100%**



Brittany Ferries Bilbao

Subsidiary: **100%**



S.D.M.C.

Société des Dockers Manutention du Calvados

Subsidiary: **54.67%**

SOMANOR

Capital.....**€124.5 M**

Brittany Ferries.....**24.65%**

Senacal.....**48.55%**

Senamanche.....**26.80%**



Barfleur, Cotentin, Mont St Michel and Normandie

SENAMANCHE

Capital.....**€34.3 M**

Brittany Ferries.....**31.24%**

Public authorities.....**68.76%**

26.80%

31.24%

24.65%

SENACAL

Capital.....**€52.4 M**

Brittany Ferries.....**36.00%**

Public authorities.....**64.00%**

48.55%

36.00%

Brittany Ferries

Agricultural interests 83.74%
Breton CCI 12.03%
Miscellaneous 4.23%



Galicia ⁽¹⁾, Salamanca⁽¹⁾, Normandie Express, Santoña ⁽¹⁾ and Pélican⁽¹⁾

SABEMEN

Capital.....**€83.4 M**

Brittany Ferries.....**34.02%**

Public authorities.....**65.98%**

34.02%

75.02%

24.98%

SOMABRET

Capital.....**€124.1 M**

Brittany Ferries.....**24.98%**

Sabemen.....**75.02%**



Armorique, Bretagne and Pont-Aven

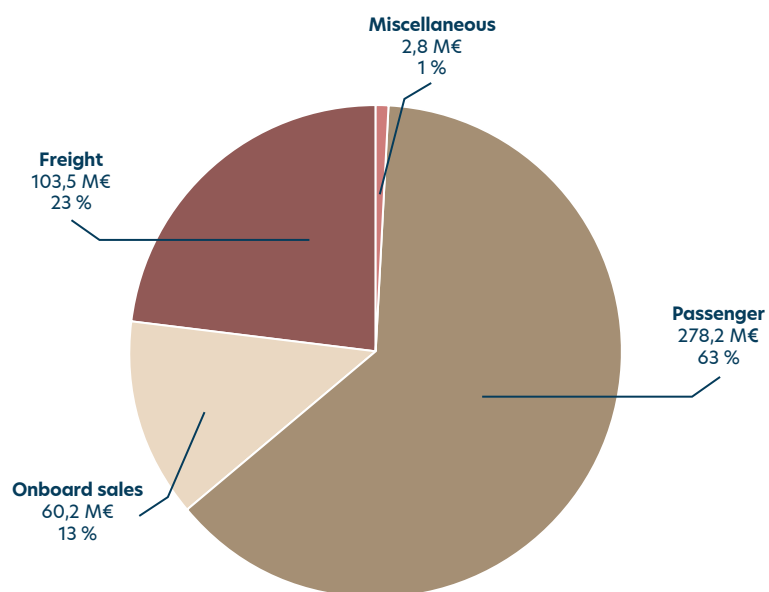
⁽¹⁾Chartering

17 February 2022: Cap Finistère leaves the fleet

8 November 2022: Connemara charter ends

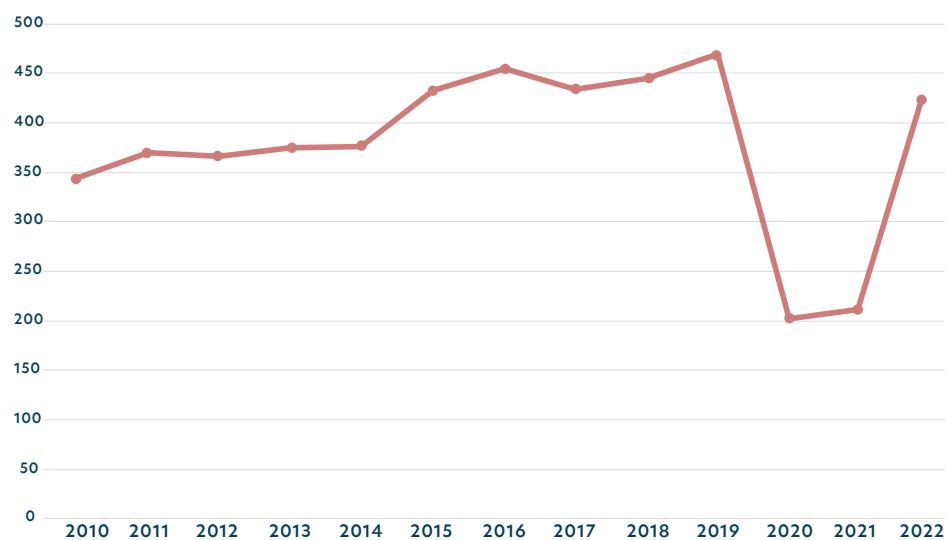
TURNOVER

CONSOLIDATED TURNOVER 2021/2022 BRITTANY FERRIES GROUP (€M)



→ TOTAL CONSOLIDATED TURNOVER 2022 OF €444.7 M

CONSOLIDATED TURNOVER TREND 2010/2022 (€M)

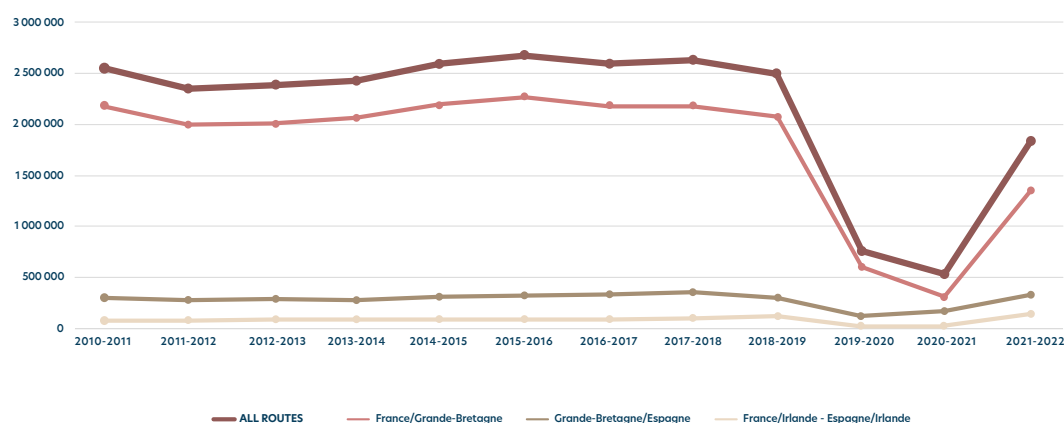


PASSENGER TRAFFIC

PASSENGER TRAFFIC BY ROUTE

PASSENGERS (Fare-paying passengers + babies + Drivers)	2018-2019	2021-2022	%
Roscoff - Plymouth	328,133	214,464	-35%
St-Malo - Portsmouth (Plymouth/Poole)	325,198	255,198	-22%
Cherbourg - Poole (Plymouth)	207,831	140,975	-32%
Cherbourg - Portsmouth	143,506	60,972	-58%
Caen - Portsmouth	914,380	671,179	-27%
Le Havre - Portsmouth	157,814	8,381	-95%
Channel	2,076,862	1,351,169	-35%
Ireland France/Spain	120,193	177,495	48%
Great Britain - Spain (including cruises)	301,299	308,461	2%
TOTAL all routes	2,498,354	1,837,125	-26%

EVOLUTION OF PASSENGER TRAFFIC 2010/2022



PASSENGER CAR TRAFFIC

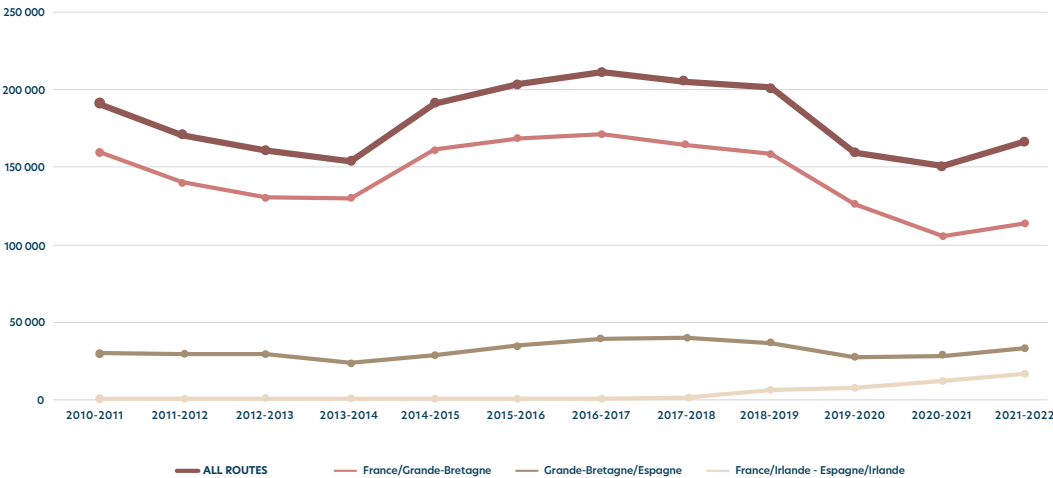
PASSENGER VEHICLES (All motorised vehicles and towed)	2018-2019	2021-2022	%
Roscoff - Plymouth	111,806	79,118	-29%
St-Malo - Portsmouth (Plymouth/Poole)	116,800	96,511	-17%
Cherbourg - Poole (Plymouth)	80,203	52,390	-35%
Cherbourg - Portsmouth	44,625	24,011	-46%
Caen - Portsmouth	277,055	236,487	-15%
Le Havre - Portsmouth	59,262	111	-100%
Channel	689,751	488,628	-29%
Ireland France/Spain	39,023	58,067	49%
Great Britain - Spain (including cruises)	137,215	146,772	7%
TOTAL all routes	865,989	693,467	-20%

FREIGHT TRAFFIC

FREIGHT VEHICLE TRAFFIC

FREIGHT VEHICLES (All motorised vehicles and towed)	2018-2019	2021-2022	%
Roscoff - Plymouth	4,787	1,381	-71%
St-Malo - Portsmouth (Plymouth/Poole)	9,450	6,537	-31%
Cherbourg - Poole (Plymouth)	19,499	5,207	-73%
Cherbourg - Portsmouth	313	2,168	593%
Caen - Portsmouth	101,220	86,089	-15%
Le Havre - Portsmouth	23,255	13,994	-40%
Channel	158,524	115,376	-27%
Ireland France/Spain	6,377	23,717	272%
Great Britain - Spain (including cruises)	36,653	28,618	-22%
TOTAL all routes	201,554	167,711	-17%

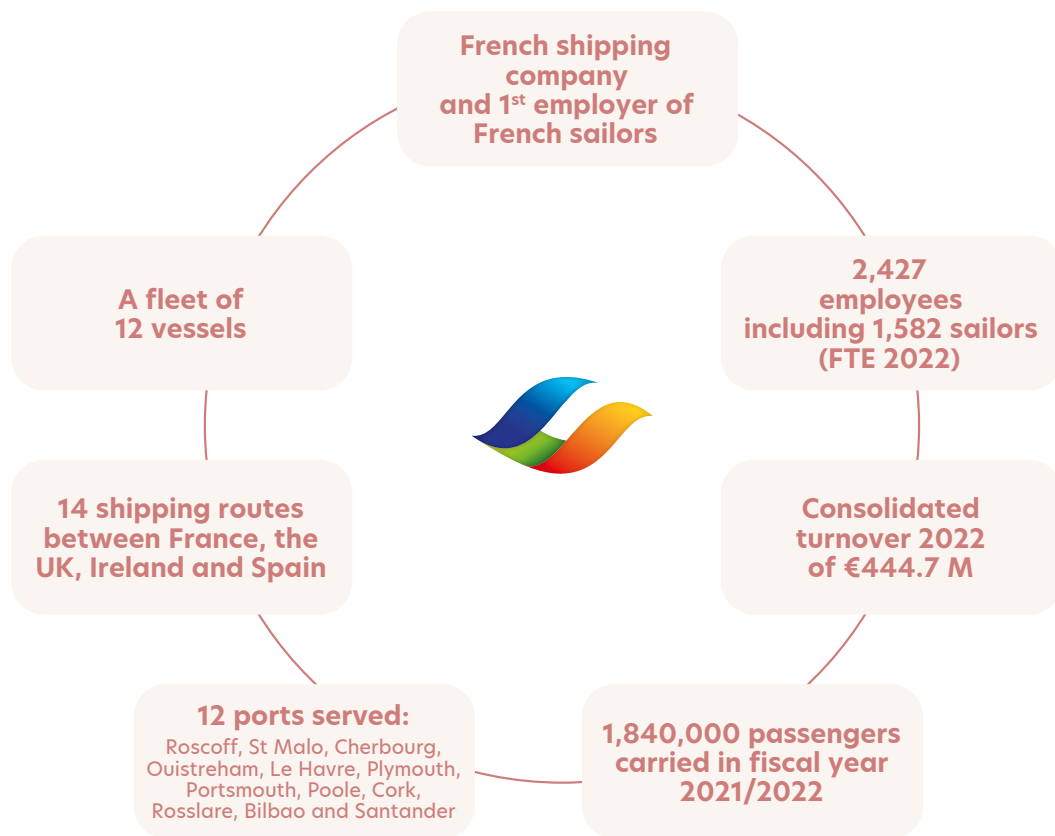
EVOLUTION OF FREIGHT VEHICLE TRAFFIC 2010/2022



Presentation of the business model

Brittany Ferries is a French shipping company with a unique corporate culture and identity. Over the years, it has combined the strengths of the farming and maritime worlds to create a unique and original world of quality between land and sea.

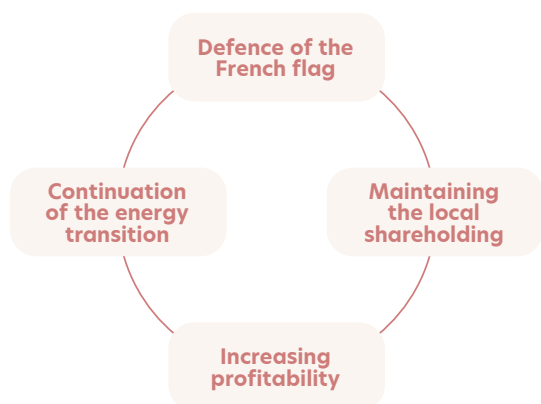
OUR KEY FIGURES



2022, CONTINUATION OF OUR RELAUNCH PLAN AND ECONOMIC REBOUND FOR THE COMPANY

With the support of its shareholders, Brittany Ferries continues to work for its future and is pursuing its recovery plan begun in 2020 in an effort to deal with the financial difficulties caused by the health crisis and the impact of Brexit.

This recovery plan is based on four essential pillars for our Company:



After two years of health crisis, 2022 marks the complete resumption of the Company's activity, with the reopening of all shipping lines at the end of March and the commissioning of its entire fleet, enabling Brittany Ferries to return to satisfactory results, with almost 1,840,000 passengers carried despite several months of closure.

FLEET RENEWAL

Brittany Ferries is the leading shipping company on the Western and Central English Channel, with a fleet of twelve ships, frequently renewed and modernised in a quest for excellence in compliance with the strictest safety and environmental standards.

Fundamentally committed to respect for the environment, the Company has chosen to renew its fleet as part of an eco-responsible approach to more sustainable transport.

In 2020, Brittany Ferries Group took delivery of Galicia, an E-Flexer type ship with closed-loop scrubbers and a hull designed for better energy efficiency.

In November 2021, the Company took delivery of Salamanca, France's first LNG-powered passenger and freight vessel serving the UK, followed by the LNG-powered Santoña in December 2022.

These three E-Flexer type vessels operate mainly on the UK / Spain / Ireland routes.



TWO NEW SHIPS LOOKING AHEAD TO 2024 AND 2025

As part of its 5-year recovery plan based on fleet renewal and energy transition, in 2021 Brittany Ferries announced the order for two new ships, again of the E-Flexer type, hybrid ships powered by Liquefied Natural Gas and equipped with electric batteries that will enable them to be zero-emission when approaching ports.



These two new units, chartered from the STENA Group for 10 years, will join the fleet in 2024 and 2025, and will operate on the Saint-Malo/Portsmouth and Caen-Quistreham/Portsmouth routes.

DEFENCE OF THE FRENCH FLAG

Defending French sailors and their flag has been part of Brittany Ferries' DNA since the Company was founded. The past global health crisis revealed the strategically important role that our sailors have played, and continue to play. The quality of their training shone through during this difficult period.

With the entire Brittany Ferries fleet registered under the French flag, in the 1st register, the Company is the leading employer of French sailors. The two new ships to be added to the Company's fleet by 2024 and 2025 will also be manned by French crews.

In 2022, in a climate of social dumping in the European ferry sector, Brittany Ferries can only welcome its shareholders' renewed support for the French flag, and, along with a number of other shipowners operating on the cross-Channel routes, is lobbying the French government to raise awareness of the social dumping practised on the cross-Channel routes, with the aim of guaranteeing better social conditions for sailors.

A ROUTE DEPLOYMENT STRATEGY TO SERVE THE REGIONS OF THE ATLANTIC ARC

With 14 maritime routes linking France, the UK, Ireland and Spain, Brittany Ferries plays a key role in the economic and tourism development of the regions of Western Europe. Thanks to the complementary nature of the ships in its fleet, Brittany Ferries is adapting to the economic environment in which it operates, developing and strengthening its maritime route network, and establishing itself on a stable, long-term basis in the 12 ports that it serves.

STRONGER SHIPPING LINKS TO IRELAND

After the opening of the Rosslare/Bilbao route in 2020, and two new direct routes from Cherbourg and Le Havre to Rosslare in 2021 to boost its freight business, Brittany Ferries is expanding its maritime links between France and Ireland, which are very popular with French and Irish customers, by doubling the frequency of its Roscoff/Cork route. The Cherbourg/Rosslare sea route, previously reserved for freight traffic, is now open to passengers.



A PARTNERSHIP WITH THE CMA CGM GROUP

In September 2021, Brittany Ferries and the CMA CGM Group signed an agreement providing for a commercial partnership aimed at creating complementarity for sea freight transport on the Cross-Channel route and to the Iberian Peninsula, thereby enabling the CMA CGM Group to strengthen its transport offer on the RORO sector and our Company to further develop its expertise in freight and logistics.

This partnership is also intended to enable the two companies, committed to an eco-responsible approach and to the development of LNG as a propulsion mode for their ships, to pool resources for training French crews in LNG and safety procedures, and to implement increasingly environmentally-friendly transport and logistics solutions.

Lastly, this partnership means that CMA CGM will support the Brittany Ferries Group's turnaround after the post-Covid period by participating in a €25 million bond issue.

INTERMODAL SERVICE BETWEEN CHERBOURG AND BAYONNE, LINKING GREAT BRITAIN, IRELAND AND SPAIN

Brittany Ferries is pursuing the strategic development of its rail modal shift project with the strong support of the European Union, the French Ministry of Transport, the Normandy and Nouvelle Aquitaine Regions, the Communauté d'agglomération du Pays Basque and SNCF Réseau.

The year 2022 marks the project's first steps into its concrete development phase, with the signing of a framework agreement with SNCF Réseau and the ordering of MODALOHR wagons to run on this rail motorway.

By 2024, Brittany Ferries will be offering its road haulage and logistics customers a transport service for unaccompanied trailers on the Atlantic seaboard rail network between the south of the United Kingdom and Ireland to Mouguerre/Bayonne, with an onward journey by road to the Iberian peninsula (see map on page 19). This new offer marketed by Brittany Ferries reinforces our Company's commitment to eco-responsibility by reducing the environmental impact of freight activities, in line with the French government's desire to modernise and decarbonise freight transport.

BRITTANY FERRIES, TRAVEL FACILITATOR

Every year, Brittany Ferries welcomes millions of passengers of different nationalities (85% British) on its ships. Because each of its travellers is unique, whether travelling on foot, by bike, motorcycle, car or camper van, alone or with family in a group or with a pet, our Company has developed a whole range of on-board services for the comfort of all.

As an ambassador of French excellence in Europe, our Company combines well-being and quality with a change of scenery and freedom, and is firmly established as the heir to the traditions of excellence in French liners.

To enhance its customers' experience, Brittany Ferries embarked on tour-operating over forty years ago. As a travel facilitator, our Company offers its passengers hundreds of accommodations, holiday homes and tours in order to discover Spain, Portugal, Ireland and France.

With 16.1 million overnight stays generated in 2022 by our sea transport business, including 9.1 million in France, Brittany Ferries is now one of Europe's leading tour operators, and has set its sights on redeveloping its tour operating business in the future, notably thanks to its digitisation process.

"Revealing the fabulous holiday destinations offered by the coastal regions of Western Europe" is the promise of the Brittany Ferries brand.

Brittany Ferries is much more than a shipping company, it's a promoter of exceptional places, itineraries, cultural and leisure activities, and an essential tour operator for each of its destinations.

DESTINATION DIGITALE

Brittany Ferries is continuing its digital transformation through a series of interconnected digital projects designed to make the customer experience as smooth and personalised as possible.

A new unified website, deployed in 2021, offers our French, British, Irish and Spanish customers new functionality throughout the booking process.

CERTIFICATIONS



CUSTOMS CERTIFICATION FOR A SEAL OF QUALITY

Our Company has held AEO (Authorised Economic Operator) status since 2019. This customs certification, awarded by the French customs authorities to reliable EU operators, gives Brittany Ferries a quality label for all of its customs and safety/security processes.



AN ENVIRONMENTAL LABEL FOR A SHIPPING COMPANY COMMITTED TO ECO- RESPONSIBILITY

In June 2022, our eco-responsible Company was awarded the Green Marine Europe label for the third year running, a programme designed to guide the maritime industry towards continuous improvement in terms of its environmental performance. This label confirms the desire of Brittany Ferries to make energy transition a pillar of its future.

BRITTANY FERRIES WINS AWARDS



Brittany Ferries wins the British Travel Awards 2022 for best ferry operator on routes to and from British ports

Brittany Ferries also recognised as:

- Best tour operator to Central and Western Europe (medium-sized company category)
- Best tour operator for Southern Europe (medium-sized company category)
- Best tour operator for family holidays (medium-sized company category)
- Second best tour operator for summer sun holidays

A fine recognition of the work and quality of service provided by all of our employees.

FINAL STRETCH FOR THE EXPÉRIENCE PROJECT

In 2019, Brittany Ferries joined a consortium of French and British partners to promote experience-based tourism on both sides of the Channel. This project has been co-financed by European funds (ERDF) to the tune of 19.6 million euros under the France Manche Angleterre 2014-2020 programme.

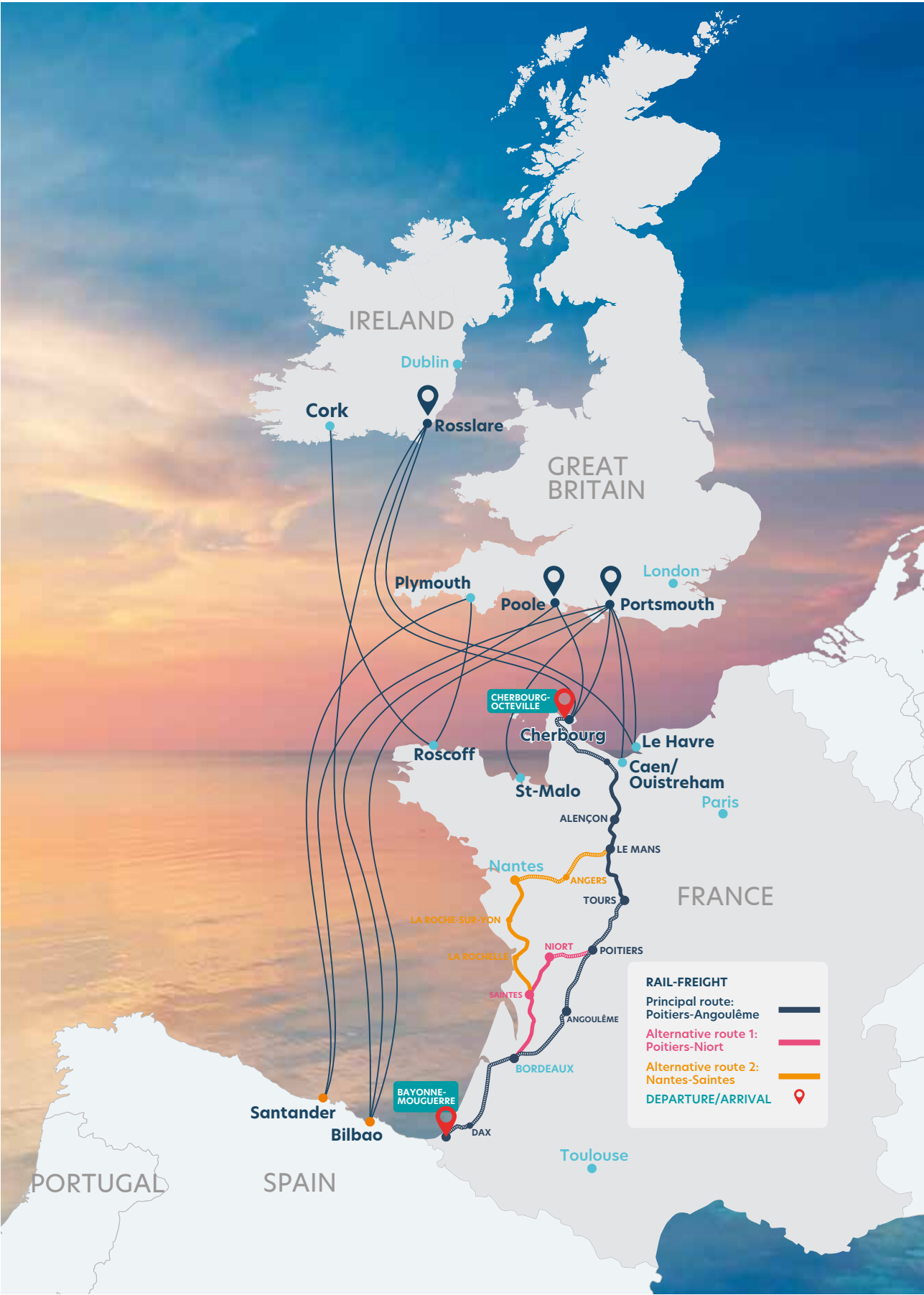
Expérience will come to an end in March 2023, and thanks to intense collaboration between the partners, significant actions have been taken to promote low-season tourism: support and training for local players, the creation of activities and itineraries for immersive experiences within our territories, the renovation of tourism infrastructures, the launch of marketing campaigns and travel inspiration platforms... All of these initiatives have been designed to have a real impact on the local economy by promoting authentic, sustainable and inclusive tourism.

Brittany Ferries, the only private player in the consortium, has taken part in this collective effort in order to meet the challenge of seasonality by launching a new travel inspiration website "Destination: Digital". By putting the user experience at the heart of our project, the Company wanted to make its customers the protagonists of their travel experience by offering them a personalised route to the destination of their choice. It also highlighted local experiences and relayed those of our partners in Brittany and Cornwall. The Expérience project has also been an opportunity to adapt our marketing campaigns to our customers' new expectations for more authentic travel.

The Company's mission to reveal the "fabulous destinations" of Western Europe has thus taken on its full meaning with the Expérience project, and we will continue to promote the unique experiences to be had in our territories throughout the year.



SEA AND RAIL-FREIGHT ROUTES



THE BRITTANY FERRIES FLEET

Since its creation in 1972, the Brittany Ferries fleet has flown the French flag, building bridges between five Western European countries: the United Kingdom, France, Ireland, Spain and Portugal. It offers passengers all the comforts of a real cruise ship, while respecting environmental standards.

From economic benefits to the development of maritime links on the Atlantic Arc, our fleet is a real tool for growth and regional development.



1

1. Armorique

Roscoff - Plymouth / Roscoff - Cork

1,500 passengers, 473 cars or 55 lorries, 247 cabins, 786 berths, 337 reclining seats, restaurant area, bar, tea room, shops, 2 cinemas, video games area, children's playroom, reading room, Wi-Fi. Built in 2009. L 168 m - w 26.80 m - 29,468 GRT - Speed 24 knots.



2

2. Barfleur

Cherbourg - Poole

1,212 passengers, 547 cars or 75 lorries, 59 cabins, 233 berths, 315 reclining seats, restaurant area, bar, shop, video games area, Wi-Fi. Built in 1992. L 158 m - w 24 m - 20,133 GRT - Speed 19.5 knots.



3

3. Bretagne

St Malo - Portsmouth

1,940 passengers, 554 cars or 40 lorries, 362 cabins, 1,168 berths, 319 reclining seats, à la carte restaurant, self-service restaurant, tea room, bars, shops, 2 cinemas, video games area, children's playroom, Wi-Fi. Built in 1989. L 151 m - w 26 m - 24,534 GRT - Speed 21 knots.



4

4. Cotentin

Le Havre - Portsmouth / Le Havre - Rosslare

120 freight units, 120 cabins, restaurant area, bar, shop, video games area, Wi-Fi. Built in 2007. L 165 m - w 26.8 m - 25,000 GRT - Speed 24.5 knots.



5

5. Galicia

Cherbourg - Portsmouth / Portsmouth - Bilbao

1,015 passengers, 139 lorries, 343 cabins, 1,318 berths, 43 reclining seats, restaurant area, tapas bar, bars, shop, children's playroom. Built in 2019. L 214.5 m - w 28 m - 41,671 GRT - Speed 22 knots.



6

6. Mont St Michel

Caen/Ouistreham - Portsmouth

2,120 passengers, 830 cars or 125 lorries, 224 cabins, 812 berths, 410 reclining seats, à la carte restaurant, self-service restaurant, tea room, bars, shops, 2 cinemas, video games area, children's playroom, Wi-Fi. Built in 2002. L 173 m - w 28.5 m - 35,891 GRT - Speed 21 knots.



7

7. Normandie

Caen/Ouistreham - Portsmouth
 2,123 passengers, 648 cars or 85 lorries, 217 cabins, 774 berths, 322 reclining seats, à la carte restaurant, self-service restaurant, tea room, bars, shops, 2 cinemas, video games area, children's playroom, Wi-Fi. Built in 1992.
 L 161 m - w 26 m - 27,541 GRT - Speed 20.5 knots.



8

8. Pont-Aven

Roscoff - Cork / Roscoff - Plymouth - Santander
 2,416 passengers, 650 cars or 77 lorries, 650 cabins, 2,012 berths, 47 reclining seats, à la carte restaurant, self-service restaurant, tea room, bars, shop, 2 cinemas, video games area, children's playroom, indoor pool. Built in 2004.
 L 185 m - w 31 m - 40,859 UMS - Speed 27 knots.



9

9. Salamanca

Cherbourg - Rosslare / Rosslare - Bilbao
 1,015 passengers, 189 lorries, 341 cabins, 1,225 berths, 43 reclining seats, restaurant area, tapas bar, bar, shop, children's playroom. Built in 2021.
 L 214.5 m - w 28 m - 41,716 UMS - Speed 23 knots.



10

10. Santoña

Cherbourg - Portsmouth / Portsmouth - Santander
 1,015 passengers, 189 lorries, 341 cabins, 1,225 berths, 43 reclining seats, restaurant area, tapas bar, bar, shop, children's playroom. Built in 2021.
 L 214.5 m - w 28 m - 41,716 UMS - Speed 23 knots.



11

11. Pélican

Poole - Bilbao
 115 freight units, restaurant area, Wi-Fi. Built in 1999. L 155.5 m - w 22.7 m - 12,076 UMS - Speed 15 - 19 knots.



12

12. Normandie Express

843 passengers, 280 cars, 900 seats, bar, shop, tea room. Built in 2000. L 98 m - w 26 m - 6,581 UMS - Speed 42 knots.

SHIP ON CHARTER

*Exited the fleet:
 Cap Finistère, 17 February 2022
 Connemara, 8 November 2022*

Identification of non-financial issues

RISK MAPPING METHODOLOGY

At the end of 2020, the Executive Board initiated a risk mapping exercise. Interviews were conducted with members of the Executive Committee.

Risks were assessed and ranked according to an evaluation matrix that considers firstly the level of probability, and secondly the severity of any impacts.

Five levels of risk criticality can be identified:

Level 1 minor risk	Level 2 significant risk	Level 3 serious risk	Level 4 major risk	Level 5 critical risk
------------------------------	------------------------------------	--------------------------------	------------------------------	---------------------------------

The Brittany Ferries Group has identified 26 risks related to its business.

Incidence	Severity				
	5	10	15	20	25
	Critical 5	• Health and safety of operational activities • Health			
	4	8	12	16	20
	Major 4	* Control of ship maintenance and repair costs • Business safety and security • Air pollution emissions • Managerial relations • Corruption • Analysis of technical risks	• Project governance • Compliance with GDPR/PCI DSS regulations • Protection of confidential company data	• New organisation to cope with the Covid-19 pandemic • Fleet renewal • Brexit	• GHG emissions
	3	6	9	12	15
	Serious 3	• Initiatives involving changes to the IT	• Food shortage during the health crisis • Project management • Talent management	• Disengagement of seasonal staff • Risk measurement • Development agent	
	2	4	6	8	10
	Significant 2	• Air pollution emissions	• Sustainable development • Human risk during ship drydocks		
	1	2	3	4	5
Minor 1	• Budget				
	Improbable 1	Unlikely 2	Occasional 3	Probable 4	Almost certain 5
	PROBABILITY				
	<10%	10-30%	30-60%	60-90%	>90%

Criticality = Probability x severity

From this risk analysis, we have identified the main CSR issues in the following table:

MAIN NON-FINANCIAL ISSUES	AREAS OF COMMITMENT
Social	
Development of the human capital	Ensure the expertise and develop the skills of our employees through training in order to provide our passenger and freight customers with quality services, and ensure safety for our customers and all of our employees on board our ships and at our various sites
Health, safety and well-being for our employees and our customers	Prevent the risk of deterioration of working conditions within the Group, which could lead to an increase in accidents and physical and mental injury; prevent health risks, including in the context of customer relations;
Environmental	
Sustainable development	Prevent environmental risks and pollution
Eco-responsibility	Reduce the Group's carbon and environmental footprint
Climate change	Reduce waste and optimise our consumption of water and raw materials
Societal	
Regional development	Contribute to the economic development of the regions that we serve.



Social commitments

THE SYNERGY OF SKILLS, THE CHOICE OF EXCELLENCE

The Brittany Ferries Group, 2,768 men and women in high season^[1], including 1,872 seafarers, who through their mastery of numerous specialisms, create and provide services in line with the high quality and safety standards set by the Company.

AVERAGE 2022 WORKFORCE (FULL-TIME EQUIVALENT REFERENCE): 2,427 EMPLOYEES

Group 2022 FTE workforce	High season	Low season
France land-based	509	445
UK and Ireland land-based	355	324
Spain land-based	32	30
Total land-based	896	799
Total seafarers	1,872	1,379
Total jobs	2,768	2,178

[Including PHS and SDMC]

Operating in international markets, working between land and sea with sophisticated industrial and commercial tools in absolute compliance with safety standards and legislation, evolving in harmony with new consumer trends and communication tools, the Company has to cope with complex requirements, and relies on the know-how of experts in a wide range of fields.

Brittany Ferries' know-how can be broken down into four main business families:

- **Hotels & catering**
- **Ship operations**
- **Commercial services and ports**
- **Support functions**



^[1]Group personnel on 08/31/2022.

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TRAINING, A MAJOR CHALLENGE FOR BRITTANY FERRIES

Developing and maintaining the skills of employees in all of the company's business sectors is a major challenge for the quality of the services that we offer our passengers, and for strengthening the Company's overall performance. It also contributes to reinforcing the essential issues of health and safety within the Company.

In 2022, the Company's global strategy embodies three main objectives:

- successfully implement the company's recovery plan,
- continue the renewal of our fleet,
- adapt our working methods to the new economic context

These ambitions for 2022 are being deployed in a context still disrupted by the effects of a dual health and economic crisis. Since the COVID period, the Company has had to review its professional training strategy and procedures, by adapting its training engineering and pedagogy to be more agile and respond to organisational, logistical, health and regulatory constraints.

Thus, the development of digital training (E-learning) has been a priority in the work undertaken in 2022. This work has enabled us to step up the use of remote training tools (360Learning, videoconferencing), to work on digitising our in-house training offer, and to roll out several on-board and on-shore modules.

Despite changes in vocational training, 2022 continues to be impacted by severe operating constraints and recruitment difficulties, which have reduced our ability to deploy the entire skills development plan. Priority has been given to regulatory and mandatory training. Nevertheless, skills management and development continue to be a very important lever of adaptation within our Company, in line with the HR strategy and the need to support all employees in the face of changing professions, technologies and regulations.

THE MAIN LINES OF TRAINING WITHIN OUR COMPANY IN 2022

• Health, Safety, Security and Prevention

"HSSP" training, the spearhead of training at Brittany Ferries, is organised around:

- Standard STCW training courses (initial safety training and five-yearly validation renewals)
- Training related to the Company Requirement: new materials used (high voltage, liquefied natural gas, etc.);
- Future ship technology developments (hybridisation);
- Development of work methods and techniques
- Training in addiction prevention.
- Training in line with the ecological transition

Training is also a lever for stepping up the fight against workplace accidents and absenteeism.

These topics are also included in the Company's Prevention programme, under the heading of "Safety" training.

• Core businesses

The Company makes a point of maintaining the development of its employees' skills, notably through:

- Deployment of job-specific training, in line with new working methods and organisational changes (sales, entertainment, catering, etc.);
- Creation of career paths: by setting up career paths and using the various formats offered by professional training, Brittany Ferries is committed to the learning and development of individual and collective skills, adapted to the new tools and changes in the Company's businesses, in line with the definition of the company's objectives;
- Enhanced training and integration of new recruits: an essential challenge, particularly in the current context of a tight job market and changing professions. The skills development plan must consider this need in order to organise and deploy specific support for new hires;
- The development of digital training and hybrid training methods.

• Management

Developing managerial skills is a priority in the training of the Company's managers. It is a vehicle for the company's culture and values within a Group scope that must take into account our geographical diversity and cultural richness.

Management training is designed to meet the following essential challenges:

- Develop employees by contributing to the company's performance;
- Promote team spirit to achieve collective and individual objectives;
- Support organisational changes and transfers;
- Manage the ongoing alignment of priorities with internal resources, while meeting employee expectations in terms of professional development and quality of life at work.

The company is thus continuing to build a managerial development programme in order to support a common policy for all employees.

In addition, through the Group's social policy and the roll-out of HR tools for career management, specific support is provided to managers on an individual basis when necessary. Training sessions and dedicated training tools and media are developed and deployed as part of the defined management policy.

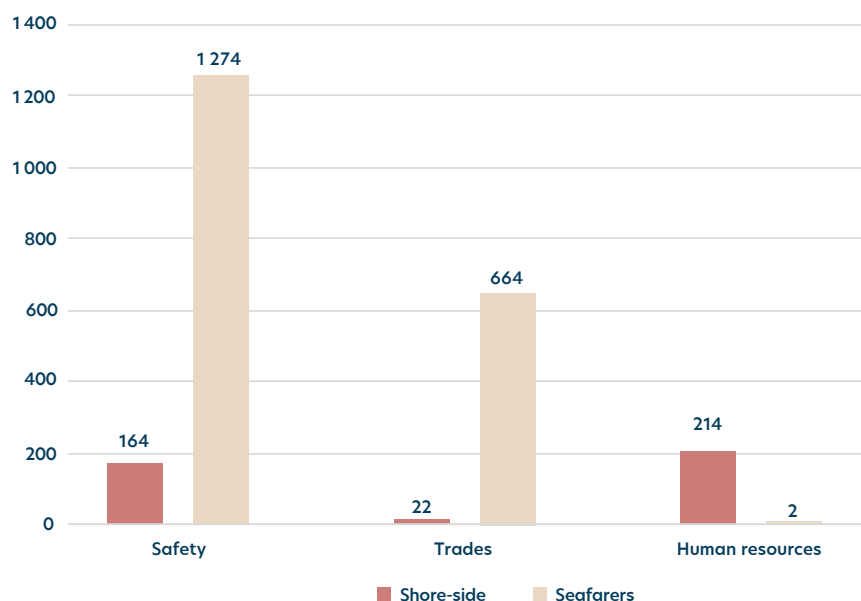
TRAINING PROVIDED FROM 01/01/2022⁽¹⁾ TO 10/31/2022 (FRANCE)⁽²⁾

	Shipping level	Hotel level	Shore-side level	Cross-functional
IT	40	-	56	-
Languages	-	-	-	4
Sailing professions	57	225	5	352
Shore-side professions	-	-	15	-
Human resources	6	-	20	79
Safety	440	85	107	441
Unions/Health, Safety, and Working Conditions Committee	-	-	-	-
Total trainees	543	310	203	876
Continuous Professional Training trainees	1,932			

In 2022, 1,932 trainees (excluding E-Learning) benefited from 3,082 training days, or 21,227 hours, representing a total estimated budget⁽³⁾ of €1,024,000 as on 14 February 2022. This amount is not final, but represents 99.8% of expenditures, as there are still a few invoices for teaching and ancillary 2022 costs to be received.

In 2021, the training budget represented a total of €2,497,000, or 20,785.10 hours for a total of 1,452 trainees.

2022 E-LEARNING REVIEW: 2,338 LEARNERS

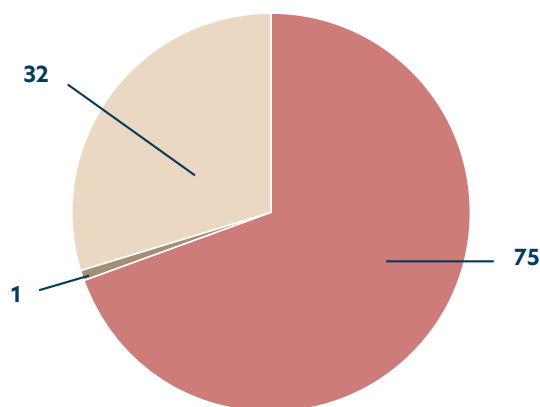


In 2022, 2,338 learners benefited from 264 days of training, or 1,800 hours of e-learning.

⁽¹⁾ Training courses in November and December 2021 not taken into account as they were already booked for the 2021 calendar year.

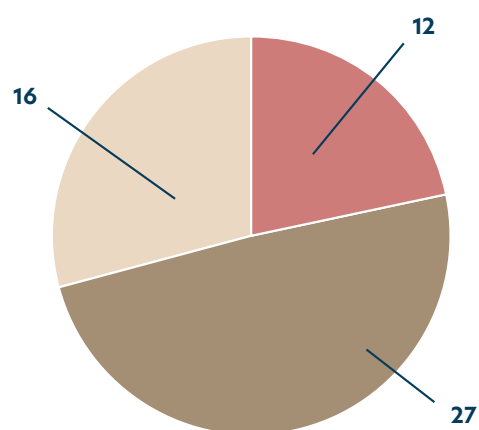
⁽²⁾ France including B.A.I. and S.D.M.C. companies.

⁽³⁾ Due to a software change, some data could not be recorded.



STUDENT TRAINEES HOSTED IN 2022
AT BRITTANY FERRIES

- embarked student trainees from maritime schools
- embarked student trainees from hotel schools
- student trainees at our shore sites



WORK-STUDY STUDENTS IN 2022
WITH BRITTANY FERRIES (CALENDAR YEAR)

- shore-based sandwich students on professional training contract
- shore-based sandwich students on apprenticeship contract
- embarked officer cadets on professional training contract

BRITTANY FERRIES COMMITS TO A BETTER QUALITY OF LIFE AND WORKING CONDITIONS

The Company's occupational risk prevention policy is structured around legal guidelines and is part of a continuous improvement process.

Our Prevention Committee, made up of top-level Management and our Prevention Department, implements the prevention policy and measures as part of a multi-year programme for 2022/2024.

The aim of this multi-year Prevention programme is to reinforce and complement the Prevention actions already carried out in favour of health and safety in the workplace, by exploiting the feedback. These prevention messages are relayed on the Prevention intranet micro-site, accessible to all company employees.

THE "PREVENTION MINUTES" enable the teams to discuss risk themes and prevention best practices. These minutes are disseminated every 15 days on ships and in French shore sites.

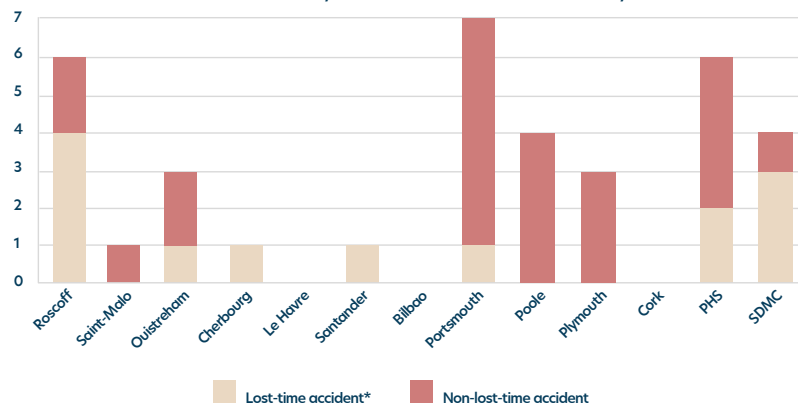


OCCUPATIONAL HEALTH AND SAFETY FORUMS "Occupational Health and Safety" training courses are regularly run by the Quality, Safety, Environment, Security prevention manager at the Company's various sites and on board ships, with the aim of developing a safety culture and supporting the involvement of local management in occupational risk prevention.



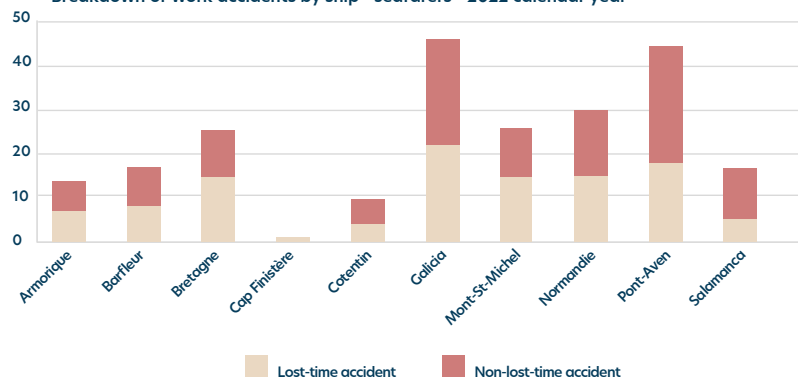
FOCUS ON THE BREAKDOWN OF OCCUPATIONAL ACCIDENTS WITHIN THE COMPANY

Breakdown of work accidents by site - shore staff - 2022 calendar year



* Lost-time accidents:
- 1 day for the French and Spanish sites
- 7 days for the English and Irish sites

Breakdown of work accidents by ship - seafarers - 2022 calendar year



THE COMPANY'S GOLDEN RULES

As part of a risk awareness initiative, a multi-disciplinary group has created fifteen Company golden rules covering the main risks in our business. Since the implementation of this approach, ten golden rules have been posted on our intranet site, accessible to all staff.

Golden rule n°1: my commitment	I undertake to comply with all health and safety regulations within our Company
Golden rule n°2: my action	I'm involved on a daily basis in the prevention, protection and improvement of my own and my colleagues' health and safety
Golden rule n°3: no harassment	Everyone has the right to respect and dignity at work
Golden rule n°4: psychoactive substances & addictions	At work, I protect my health and our Company. I comply with the regulations in force by preventing any occasional or addictive consumption
Golden rule n°5: protection of the information systems	I'm committed to data protection and the proper use of the Company's information systems
Golden rule n°6: safety	Safety is everyone's concern
Golden rule n°7: emergency situations	Faced with an emergency situation, I analyse and act immediately
Golden rule n°8: co-activity	Each intervention must take place while considering the individuals, their activities and the work environment
Golden rule n°9: circulation	For my own safety and that of others, I comply with the circulation rules when moving about within the company
Golden rule n°10: safety management system	A positive safety culture is the key to an effective safety management system

ACTIONS TO PROMOTE PHYSICAL AND SPORTS ACTIVITIES

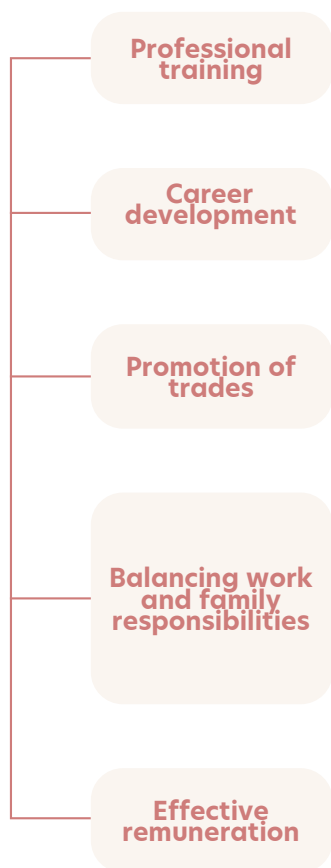
Since November 2019, through its health and provident insurance partner, Brittany Ferries has been offering its employees a programme called "Vitality" which enables them to benefit from a range of preventive services in order to improve their day-to-day well-being. The aim of this prevention programme is to encourage employees to improve their quality of life by making healthy choices such as physical activity, nutrition, etc. In 2022, there were 446 participants in the programme, compared with 331 in 2021.

The ships in the fleet are also equipped with gyms for our seagoing personnel.

MEASURES TAKEN TO PROMOTE EQUAL TREATMENT

On 20 July 2022, in application of legal provisions and in line with its ongoing work in favour of professional equality, Brittany Ferries and the trade union organisations (group agreement for all populations) signed an amendment to the 2 December 2020 Professional Equality agreement. This agreement is based on the professional equality report submitted annually to the social partners and on discussions within the Professional Equality Commission, which meets every year.

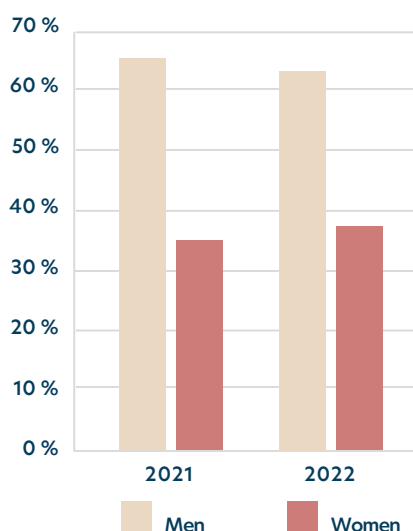
MAIN AREAS OF WORK UNDER THE AGREEMENT



Since the "Avenir professionnel" (Professional future) law of 5 September 2018, a measure aimed at correcting pay inequalities between women and men has come into force. It adds to the legal and regulatory provisions on professional equality, requiring companies with at least 50 employees to calculate indicators relating to gender equality, to publish these results and to remedy inequalities in the event of insufficient results, or be subject to a financial penalty. The calculation methods, the scale of indicators and the minimum number of points that must be achieved are set by the decree of 8 January 2019.

On 1 March 2022, Brittany Ferries achieved a score of 87/100 for the Professional Equality Index.

Global breakdown men/women covering all Group activities

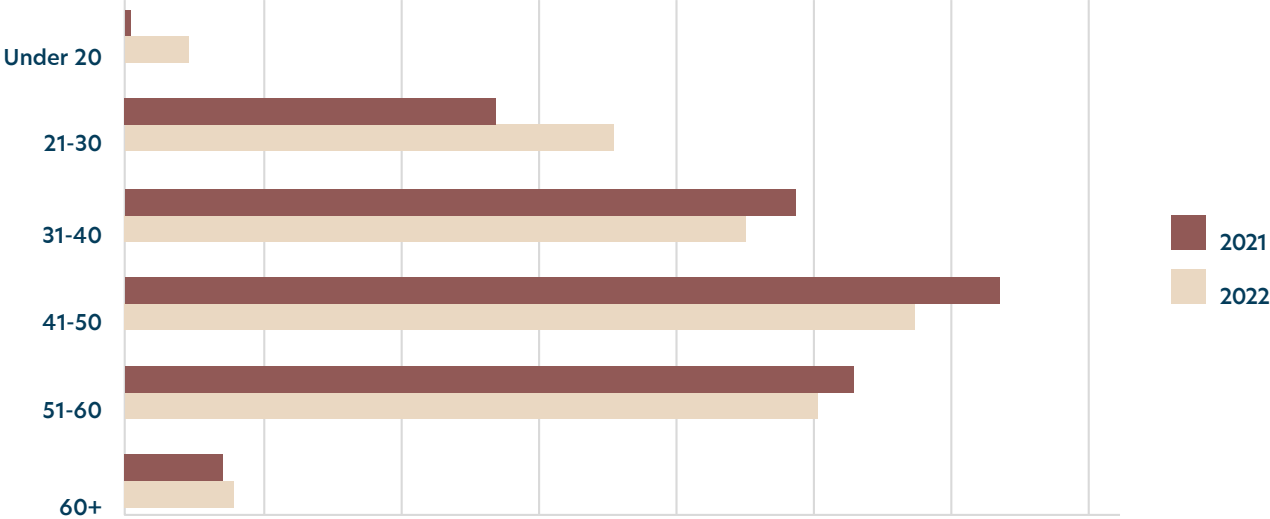


The gender breakdown varies according to the Company's business sector.

The difference in distribution is essentially due to the lack of female candidates in vocational courses and merchant navy schools for navigation-related professions.

Brittany Ferries is a member of the French Maritime Cluster, and takes part in the association's HR-CSR Committee. It focuses on the working conditions implemented in order to promote the integration of women, gender diversity and professional equality within the French maritime industry.

Age pyramid - consolidated headcount on 31/10/2022



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Environmental commitments

THE COMPANY'S GENERAL ENVIRONMENTAL POLICY

COMPANY ORGANISATION

The environmental actions are monitored directly by the management and members of the Executive Board who sit on the Sustainable Development Committee.

Environmental protection is directly integrated into several of the Company's departments:

- **Sustainable Development and Maritime Institutional Relations Department:**

Reporting to the Chairman of the Executive Board, and working closely with the company's other departments and divisions, the head of the Sustainable Development and Maritime Institutional Relations Department coordinates the Company's response to environmental regulatory obligations, and steers developments in environmental issues. He leads the Sustainable Development Committee, and is responsible for the company's environmental policy.

- **Engineering and Maintenance Department**

The Engineering and Maintenance Department, in charge of technical developments and monitoring the consumption of the ships, works in direct collaboration with the Sustainable Development and Maritime Institutional Relations Department. In particular, the LNG and Alternative Fuels Technical Manager is in charge of the study of new fuels and their technical coherence, and the Studies & Projects Manager pilots actions aimed at improving the energy efficiency of the ships.

- **The Hotel Operations Department**, by the nature of its mission to define the resources and implement the hotel services on board our ships, plays a leading role in defining and applying our eco-responsible policy.



EMPLOYEE TRAINING AND INFORMATION ACTIONS

The seafaring personnel receives ongoing training in environmental protection, through regular on-board exercises ("how to react to pollution" scenarios, with continuous improvement of existing procedures). All new employees receive training in the use of equipment and on-board instructions for waste collection and treatment.

Brittany Ferries disseminates information and promotes awareness of environmental issues among its employees. The Company also supports its employees in their eco-responsible initiatives:

- Via the intranet site and the internal display system, articles are regularly published in order to highlight environmental projects and best practices (presentation of the sustainable development organisation, educational articles on technical aspects: routing tool, LNG culture, methane slip).

- Via communications from the Management or during Instagram "live" sessions: it is regularly reiterated that the energy transition is one of the 4 pillars of the Company's turnaround.

ENVIRONMENTAL RISK AND POLLUTION PREVENTION

All ships have their own prevention plan (Shipboard Marine Pollution Emergency Plan - SMPEP). Its purpose is to provide guidance to the master and officers on board the vessel as to the action to be taken when a pollution incident has occurred or is likely to occur.

Each vessel is equipped with anti-pollution kits, which personnel have been trained to use during drills.

POLLUTION

BRITTANY FERRIES, SIGNATORY OF THE BLUE CHARTER

As a member of Armateurs de France, Brittany Ferries is a signatory to the Charte Bleue (Blue Charter), under which shipowners undertake to go beyond their regulatory obligations and pursue their actions in favour of environmental protection and sustainable management of the marine environment.

SIGNATURE OF THE SAILS CHARTER



The Sails Charter (Sustainable Actions for Innovative and Low Impact Shipping), proposed by France, aims to promote and encourage concrete initiatives

by shipowners that go beyond regulations in terms of protecting biodiversity, combating global warming, cooperating with scientists and raising passenger awareness. Brittany Ferries and ten other Shipping Companies were signatories from its inception, in July 2019 at the Ministry of Ecological and Solidarity Transition.

ENVIRONMENTAL LABEL GREEN MARINE EUROPE



Creation and management of the label

Brittany Ferries' commitment to the creation and management of this environmental label is representative of its desire to invest in the preservation of the environment.

This label creates the conditions for open and transparent dialogue between industry, government partners and civil society, which is the most effective way of defining an approach to environmental improvement.

Brittany Ferries has therefore participated in the creation of the Green Marine Europe environmental label, piloted by the NGO Surfrider Foundation Europe. The Company is a member of the Steering Committee, alongside the ADEME, the Direction des affaires maritimes, Armateurs de France, Groupement des Industries de Construction et Activités Navales, and two other ferry owners.

Brittany Ferries is also a member of the Preparation Committee, the label's technical committee, which provides expert advice on the criteria for the environmental certification programme's performance indicators, its European adaptation and future developments.

Note that the label was highlighted by President Macron in September 2021 at the congress of the International Union for Conservation of Nature (IUCN).

A third label

Brittany Ferries naturally applied for the label as soon as it was created, and obtained its first certification in the autumn of 2020, its second in June 2021 and its third in June 2022. Participation in the programme enables the Company to structure its environmental efforts. Labelling is also an important communication tool.

MEASURES TO PREVENT EMISSIONS INTO THE AIR

All of the ships in the Brittany Ferries fleet comply with current environmental regulations on air emissions. The Company is demonstrating its environmental ambitions with its four ships planned to run on Liquefied Natural Gas. The Salamanca entered service in March 2022, and the Santoña made its first commercial crossings in March 2023. The use of this fuel allows us to go much further than current regulations, particularly when it comes to sulphur oxide and fine particle emissions.

In addition, Brittany Ferries is taking part in the CAPNAV and EMINAV technical and scientific projects to characterise gaseous and particulate emissions from ships, as part of the ADEME (Agence De l'Environnement et de la Maîtrise de l'Énergie) calls for projects. A first campaign was carried out in November 2022 and a second will take place in the spring of 2023.

MEASURES TO PREVENT DISCHARGES INTO WATER

Fiscal year 2021/2022 is the last year in which ships in the fleet (Barfleur, Cotentin and Pont-Aven) renewed ballast water during crossings. Indeed, these ships were just fitted with ballast water treatment systems during their technical shutdown in winter 2022/2023. The entire fleet is now equipped with these systems, which prevent the transfer of invasive species from one port to another.

MEASURES TO PREVENT RELEASES INTO THE GROUND

The prevention of discharges into the ground is not a significant issue for our business.

CONSIDERATION OF NOISE POLLUTION

Maritime regulations take noise pollution into account, through the International Maritime Organisation's Code on noise levels on board ships. Noise levels in public spaces are measured on a case-by-case basis. Our personnel exposed to noisy environments are equipped with individualised earplugs.

With regard to the impact of ships on the environment, Brittany Ferries recently joined the Advisory Group of the European PIAQUO project, aimed at reducing underwater noise.

THE CIRCULAR ECONOMY

WASTE PREVENTION AND MANAGEMENT

Measures for waste prevention, recycling, reuse, other forms of recovery and disposal.

Each ship has a Waste Management Plan describing its waste collection, storage, treatment and disposal facilities.

It also contains a list of the waste handling and processing equipment and devices on board the ship. Each land disposal operation is recorded by type of waste in a register kept by the Chief Officer.

A selective sorting programme is also in place at the Company's main land-based sites.

To go even further, a study co-financed by the ADEME was carried out in 2019/2020 in order to identify actions to optimise the management of waste produced on board and ashore, and reduce it at the source. Over the past three years, the emphasis has been on developing 5-stream sorting on all ships, and in particular on-board glass sorting.

Actions to combat food waste.

The catering staff on board our ships come exclusively from hotel management schools, and as such are trained throughout their professional training in optimal stock management of perishable foodstuffs. In addition, the staff members are constantly trained on board (application of the FIFO management rule, monitoring of use-by dates, etc.). Indicators have been in place since 2018 to monitor results and steer actions. Losses of finished and processed products from the restaurant and bar sectors are monitored by the Hotel Operations Department.

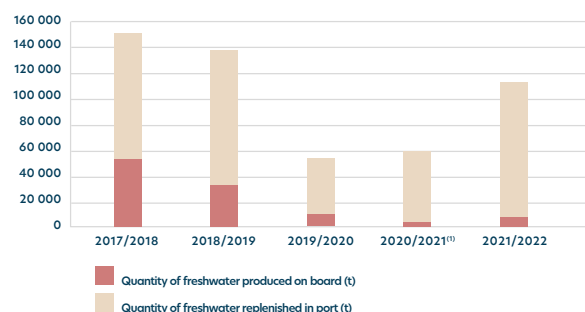
The percentage of losses relating to finished and processed products was down in comparison with the previous year. It was reduced from 1.72% to 1.3% for the 2021/2022 fiscal year.



SUSTAINABLE USE OF RESOURCES

Water consumption and supply according to local constraints.

Fresh water is either produced locally on board, or supplied in port.



Consumption of raw materials and energy, and measures taken to improve efficiency in their use.

The raw materials are mainly fuels used for ship propulsion and on-board power generation.

Consumption is historically recorded, crossing by crossing, in the Computerised Maintenance Management software. More recently, monitoring has become even more precise thanks to the installation of specific software and fuel meters on several vessels.

Numerous initiatives are underway or under study, such as the integration of fuel cells, the use of bio-fuel on generator sets, the installation of small propellers on the Pont-Aven propeller hubs, and the use of variable speed drives on electric motors...

In particular, several actions have produced conclusive results, with significant fuel savings and a consequent reduction of greenhouse gas emissions:

- deployment of silicone-based anti-fouling paints on fleet vessels
- route optimisation according to sea currents, for minimum power consumption, using dedicated software
- Use of high-performance lubricating oils
- Optimised steering, thanks to dedicated software.

⁽¹⁾ For 2020/2021, information concerning the ship Eretat was not integrated due to a software change.

CLIMATE CHANGE

Generally speaking, for maritime aspects, Brittany Ferries is reducing its greenhouse gas emissions by two main means: firstly, by reducing fuel consumption (see previous section), and secondly, by using alternative energies that have less of an impact on global warming.

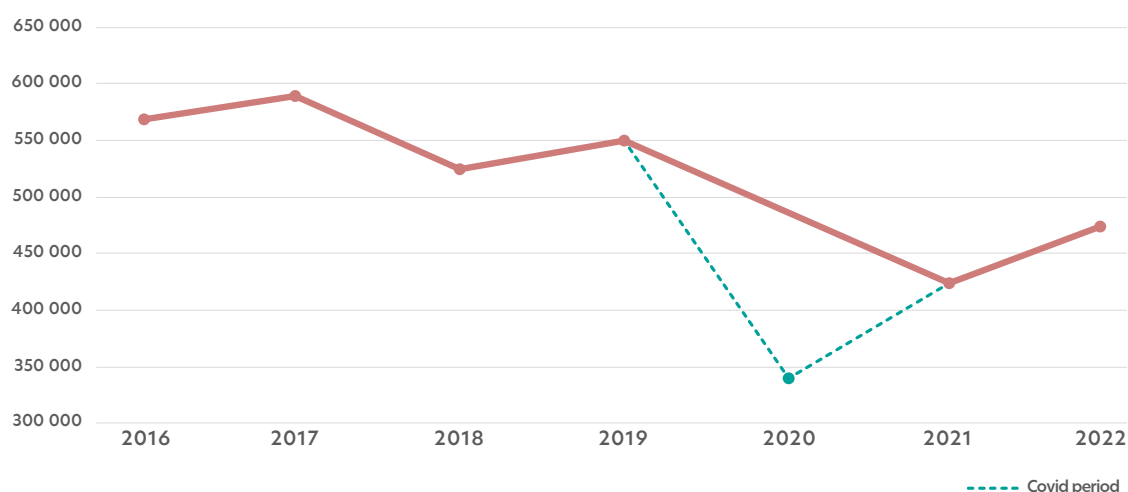
On this point, Brittany Ferries is thinking specifically about three alternatives between now and 2030: the possibility of replacing LNG with bio-methane and/or e-methane on new ships equipped with suitable tanks and energy conversion systems, the use of a 30% liquid bio-fuel blend without modifying their engine certificates on traditional ships, and the design of hybrid ships, using several different energy sources. The Saint-Malo, the Company's first hybrid vessel, is one of them. It will be powered by LNG on the one hand, and by electricity recharged on land and stored in its batteries on the other. This technological choice further reduces GHG emissions. All the more so as greenhouse gas emissions are monitored by a number of regulations.

FOR MARINE ACTIVITIES:

The Company makes annual declarations of CO₂ emissions under the MRV (Monitoring, Reporting & Verification), a European regulation concerning the monitoring, reporting and verification of carbon dioxide emissions from the shipping sector. These declarations are checked by a certified auditor, then published by the European Commission. The fourth emissions statement for calendar year 2021 has been verified and is presented below. The fifth emissions statement for calendar year 2022 is currently being finalised.

Ship	Emissions CO ₂ (t) 2022	Emissions CO ₂ (t) 2021	Emissions CO ₂ (t) 2020	Emissions CO ₂ (t) 2019	Emissions CO ₂ (t) 2018
Armorique	34,542	36,654	27,666	37,940	36,650
Baie de Seine	-	-	9,481	44,131	46,218
Barfleur	20,626	3,384	8,168	24,916	22,718
Bretagne	32,754	3,928	16,601	30,591	30,984
Cap Finistère ⁽¹⁾	778	58,956	112,896	113,411	141,851
Connemara ⁽¹⁾	68,125	66,758	20,521	62,852	-
Cotentin	31,185	23,608	-	-	-
Etretat	-	8,527	6,699	42,354	27,853
Galicia	56,915	60,216	5,384	-	-
Mont-St-Michel	57,654	59,070	54,109	60,946	56,460
Normandie	43,859	45,815	32,520	47,317	50,260
Normandie Express	-	147	-	10,459	11,014
Pont-Aven	89,904	55,870	47,328	77,686	100,548
Salamanca	37,748	-	-	-	-
TOTAL CO₂ (t)	474,090	422,933	341,373	552,603	524,556

A STRUCTURAL DECLINE OF TOTAL CO₂ EMISSIONS BETWEEN 2016 AND 2022



The terms and conditions for adapting a carbon emissions trading scheme were finalised in December 2022. The ETS (Emissions Trading Scheme) will come into force in 2024.

The SEEMP (Ship Energy Efficiency Management Plan), a measure of the International Maritime Organisation (IMO), is now composed of three parts:

- Identifying ways to improve the energy efficiency of ships.
- CO₂ emissions monitoring and reporting (Data Collection System).
- The CII declaration (an operational energy efficiency indicator, taking into account the distance travelled by the vessel), the last part of which came into force on 1 January 2023.

⁽¹⁾ Cap Finistère and Connemara left the fleet on 02/17/2022 and 08/11/2022 respectively.

FOR ALL ACTIVITIES:

The Regulatory Transport Energy Audit, a European directive, helps to identify sources of energy savings. It is also due every 4 years, and was carried out in December 2019, like the BEGES. The next one will be completed by the end of 2023.

FOR LAND-BASED ACTIVITIES (ALL SITES FRANCE):

The BEGES (Bilan d'Émissions de Gaz à Effet de Serre - Greenhouse Gas Emissions Balance), a national regulation concerning a company's greenhouse gas emissions on French soil, is carried out every four years. The next BEGES will cover the 2022/2023 fiscal year. The scope of declarations was extended on 1st July 2022 with decree n° 2022-982. Brittany Ferries will now have to declare its indirect emissions associated with transport, products bought and sold, etc., when it publishes its BEGES.

The last one covered the 2018/2019 fiscal year (see summary table below). The last column shows the difference in emissions compared with the 2014/2015 fiscal year.

For the 2018/2019 fiscal year, total CO₂ emissions for our land-based activities represent 535 tCO₂e (CO₂b of biogenic origin is accounted for separately and is not included in total emissions).

The Tertiary Energy Audit for buildings will be carried out for the first time in 2023, at the same time as the implementation of the Tertiary Decree. It will enable us to take stock of the energy consumption of the buildings, and to propose improvements.

GREENHOUSE GAS EMISSIONS 2018/2019

EMISSION CATEGORIES	CO ₂ (tCO ₂ e)	CH ₄ (tCO ₂ e)	N ₂ O (tCO ₂ e)	Total (tCO ₂ e)	CO ₂ b (tCO ₂ e)	Change/2015 (tCO ₂ e)
Direct emissions	455	22	2	479	13	-295
Indirect emissions associated with energy	56	0	0	56	0	-43
Total (tCO ₂ e)	511	22	2	535	13	-338

PROTECTING BIODIVERSITY

The Company has established partnerships with several universities and associations in order to study and protect biodiversity:

ORCA

For many years, our Company has supported the ORCA marine mammal protection association. This is hosted on our premises in England. Scientists carry out regular observation campaigns, and accompany passengers in a fun way to observe whales, dolphins and the delicate ecosystems in which they evolve. Observation data are made available to British, French and Spanish authorities and research laboratories. The next whale-watching campaign in the Bay of Biscay will take place between March and June 2023. A complementary study will be carried out to investigate the behaviour of cetaceans when approaching ships.

BIOTOPE

Our Company is taking part in a census of bat migratory flows through a programme of chiroptera data acquisition using acoustic recorders installed on the Normandie and Mont-Saint-Michel ferries.

ROSCOFF BIOLOGICAL STATION

Brittany Ferries also maintains a partnership with the Roscoff biological station. As part of this partnership, the Armorique and Pont-Aven vessels host a "ferry box" that performs real-time analyses of seawater, helping to improve understanding of CO₂ exchanges in coastal ecosystems.

SAHFOS

Some vessels are equipped with a "Continuous Plankton Recorder CPR" system supplied by Plymouth-based SAHFOS in order to study plankton.



FOCUS ON LIQUEFIED NATURAL GAS



LNG-powered ships have an excellent safety record, and must comply with a new set of regulations known as the IGF code^[1].

This code has been specially developed for the use of LNG as a fuel, with safety rules drawn directly from ocean-going LNG carriers. LNG carriers, which began operating in the 1960s, boast excellent safety records. Larger vessels can carry up to 270,000 m³ of liquefied gas. In comparison, the Salamanca and Santoña LNG tanks have a capacity of 783 m³.

LNG is clearly a fuel of the future. It is favoured by legislators and all those who care about protecting our planet. The European Commission's 2050 energy roadmap includes the use of natural gas to achieve its 2050 energy and emissions reduction targets.

As the name suggests, liquefied natural gas is a liquid created from natural gas. The gas is cooled to temperatures of -162 degrees Celsius, reducing it by a factor of 600 in volume, thereby creating a liquid. Colourless and odourless, this fuel powers thousands of cars and commercial vehicles worldwide.

Although the Salamanca is not the first vessel to be fuelled by LNG, it is the first ferry to operate on the English Channel. LNG-powered ferries are already operating in the Baltic Sea with tried, tested and reliable technology. LNG is increasingly used as fuel for passenger ships.

LNG propulsion improves air quality. Indeed, liquefied natural gas offers significant environmental advantages over traditional fuels. Its more efficient combustion generates emissions that are virtually free of sulphur oxides and particulates, as well as reducing nitrogen oxide emissions by 85% and CO₂ emissions by 20%.

A reduction of CO₂ emissions per passenger

Major investments in fleet renewal were decided before the health crisis. The two LNG-powered ships will have a significant impact on reducing carbon emissions per passenger on routes linking the United Kingdom and Spain. The Company is planning four weekly rotations between the United Kingdom and Spain instead of five. The result is a significant reduction of fuel consumption and emissions. Combined with reduced emissions thanks to improved fuel efficiency and the use of LNG as a fuel, a saving in terms of CO₂ per passenger is expected compared with ships currently operating on the same routes.



^[1] IGF code: International code of safety for ship using Gas or other low-flashpoint Fuels.

Social commitments

From the origins of the Company, motivated by the need to open up the regions of Western Europe, to the development of a unique, high-performance motorway of the sea network across the Atlantic Arc, the Brittany Ferries Group actively contributes to the sustainable development of the territories within its area of influence, which covers five countries in Western Europe.

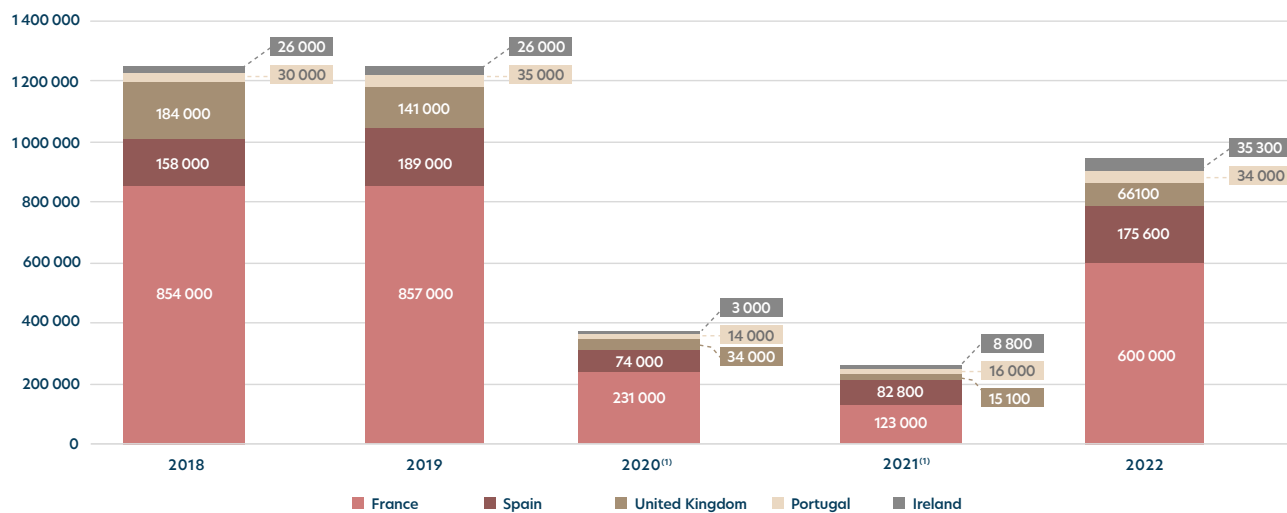
ECONOMIC AND TOURISM BENEFITS OF BRITTANY FERRIES

ECONOMIC AND TOURISM BENEFITS BY COUNTRY

The impact on tourism is assessed in terms of overnight stays and average spending.

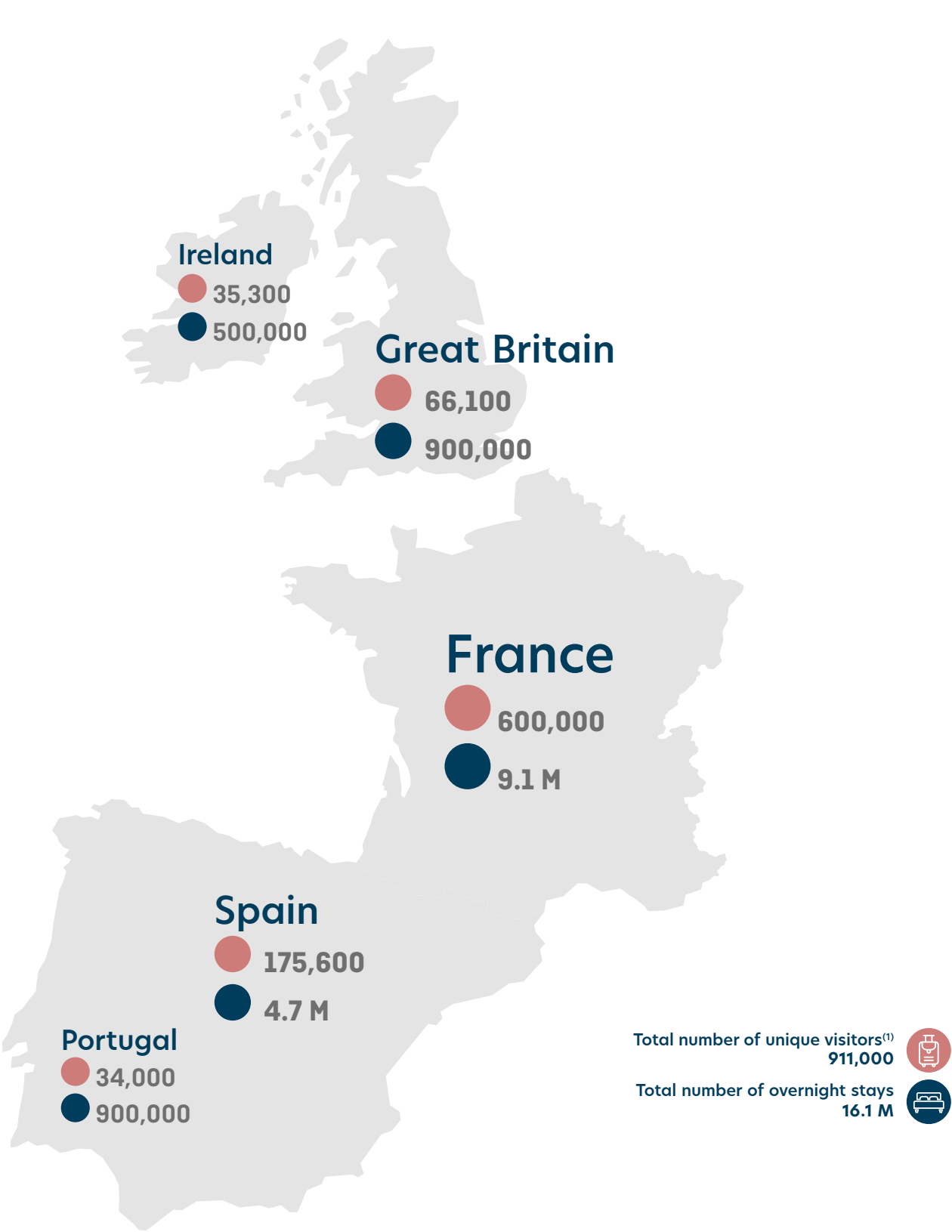
By 2022, this figure will have risen to 911,000 visitors and 16.1 million overnight stays for the five countries (France, United Kingdom, Spain, Ireland, Portugal); by 2021, it had risen to 246,000 visitors and 6.6 million overnight stays.

UNIQUE VISITORS BY COUNTRY



⁽¹⁾ Covid period.

TOURIST IMPACT OF BRITTANY FERRIES PASSENGERS BY DESTINATION IN 2022

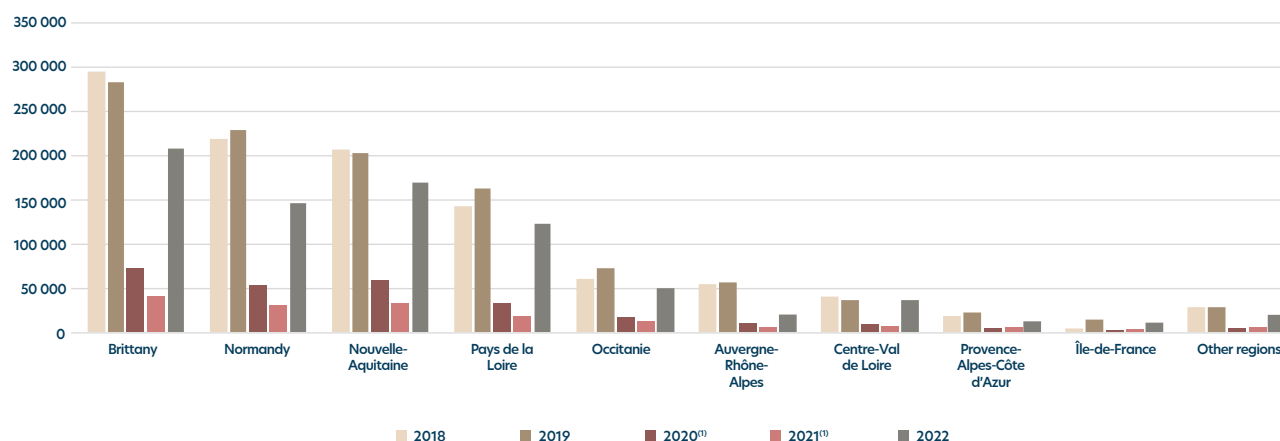


⁽¹⁾ The number of unique visitors corresponds to the number of physical persons visiting the country.

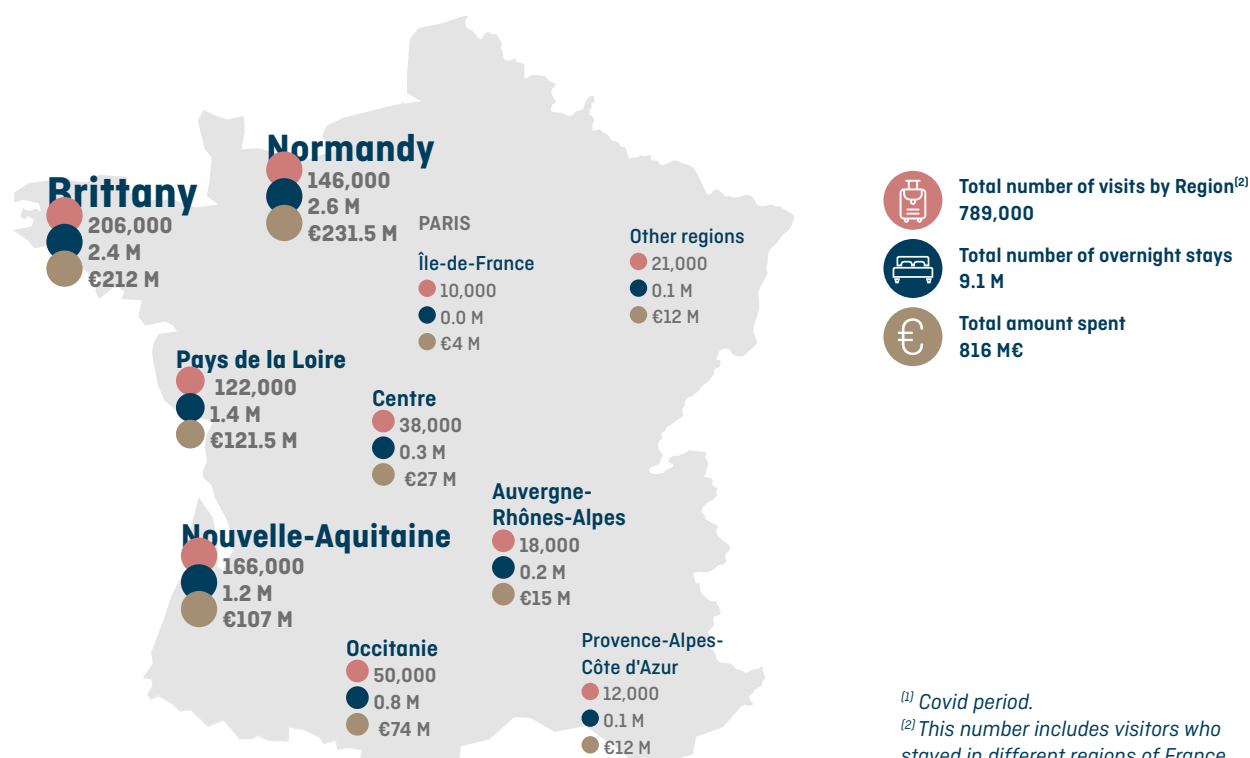
ECONOMIC AND TOURISM BENEFITS IN FRANCE

For France, these tourism spin-offs in 2022 represent 600,000 visitors and 9.1 million overnight stays, representing a total expenditure of 816 million euros. By 2021, this will have generated 123,000 visitors and 2.4 million overnight stays.

NUMBER OF VISITS BY REGION IN FRANCE



ECONOMIC AND TOURISM BENEFITS IN 2022 IN FRANCE



PARTNERSHIPS

Through its various partnerships, particularly in the economic and tourism fields, Brittany Ferries aims to boost the local economy.

Partnerships with ATOUT FRANCE, TOURISM IRELAND and TURESPAÑA

Brittany Ferries maintains an ongoing partnership with ATOUT FRANCE and the regional tourist boards, with the aim of boosting the appeal of France as a destination through marketing and communications initiatives, and in particular the destinations of the Grand Ouest (Brittany, Normandy, Loire-Atlantique and Nouvelle-Aquitaine), improving the welcome of British and Irish holidaymakers to our territories, and developing economic intelligence.

A similar partnership with TOURISM IRELAND aims to promote Ireland as a vacation destination for French and Spanish citizens; finally, TURESPAÑA also participates in marketing campaigns aimed at British travellers.

'School in ship'

A partnership entitled "School in ship" has been set up with the École Nationale Supérieure de la Marine Marchande (ENSM) in Saint Malo, enabling students to attend classes during ship rotations on the Saint-Malo/Portsmouth route; this onboard educational project enables students, divided into different groups, to take part in theoretical or practical training in the ship's machinery or technical areas, supervised by a professional; 70 students were taken on board under this partnership in 2022.

Partnership with Rennes I University

Since 2020, Brittany Ferries has partnered the University of Rennes 1 for a 3-year period, taking part in a chair on the theme of the changing employment relationship within the company, as part of a sponsorship operation. This partnership aims to promote research, academic excellence, the professional integration of students and the economic development of Brittany.

Victoires de la Bretagne

Brittany Ferries is deeply rooted in the regions that it serves, particularly Brittany, and is committed to supporting innovative regional initiatives and participating in their development.

By hosting the ninth Victoires de la Bretagne on board its ship Pont-Aven in Roscoff on 6 December 2022, and awarding the Victoire Tourisme et Patrimoine, the Breton company continues to uphold its fundamental values.



Appendices

REGULATORY FRAMEWORK

This Extra-Financial Performance Statement has been drawn up in accordance with the provisions of articles L.225-102-1 and R.225-105 et seq. of the French Commercial Code, relating to corporate reporting obligations on social, environmental and societal issues.

The extra-financial performance statement includes information on how the Company takes into account the social and environmental consequences of its activity, to the extent necessary for an understanding of the Company's situation, the development of its business, its economic and financial results and the impact of its activity.

The presented information covers the topics set out in article R.225-105 of the French Commercial Code, as amended by Decree n° 2020-1742 of 29 December 2020, where relevant to the main risks identified or policies applied by the Company in the course of its business.

METHODOLOGY NOTE

For most indicators, the reporting scope covers the entire Group. When data is not available for the entire consolidated perimeter, a specific mention is made at the bottom of the page or in the dashboard, specifying the perimeter in question.

The consolidated scope used to present indicators includes all BAI Group companies with salaried employees. These companies are listed on page 6 of this declaration. Other Group entities consolidated for accounting purposes are investment companies linked to the ships in the Brittany Ferries fleet. Since 2020, B.A.I. has held a minority stake in the Condor Ferries Group's holding company. In the absence of significant influence over the company, B.A.I. does not consolidate this investment.

Social information is produced by the Human Resources Department and is mainly taken from the 2022 social balance sheet for BRETAGNE ANGLETERRE IRLANDE, restated to show data as at the balance sheet date (10/31/2022).

Environmental information is collected by the Sustainable Development and Maritime Institutional Relations Department and the Hotel Operations Department.

Societal information is collected by the following departments: Destination & Customer Experience Department, Ports and Fleet Department, Human Resources Department and External Communications Department.

Themes relating to social commitments in the areas of combating food insecurity, respect for animal welfare and responsible, fair and sustainable food, as well as measures taken in favour of disabled people, were not identified as a main risk when the extra-financial performance declaration was drawn up.

The verification of this information was entrusted to BUREAU VERITAS, in its capacity as an Independent Third-Party Institution, and gave rise to a reasoned opinion appended to this report on the compliance and fairness of the Extra-Financial Performance Statement.

CSR INDICATORS

Information required by article R225-105 of the French Commercial Code governing the content of the Extra-Financial Performance Statement	2022	2021	Perimeter
1. SOCIAL INFORMATION			
Total workforce and breakdown of employees by gender, age and geographical area - FTE (year ended 31/10)	2,427 employees	2,250 employees	consolidated
FTE seafarers (fiscal year)	1,582	1,444	consolidated
Shore-based FTEs (fiscal year)	846	806	consolidated
Breakdown by gender (%) (31/10)	women: 37%	women: 35%	consolidated
	men: 63%	men: 65%	consolidated
Age pyramid - breakdown by age bracket (%) (31/10) (Percentages rounded to the nearest unit)			
<=20	2.1	0.3	consolidated
[21;30]	17.5	13.5	consolidated
[31;40]	22.6	24.4	consolidated
[41;50]	28.8	31.8	consolidated
[51;60]	25.1	26.5	consolidated
>60	3.9	3.5	consolidated
New hires and redundancies			
Number of permanent-contract new hires (fiscal year)	100	25	consolidated
Number of fixed-term contracts (fiscal year)	106	5	consolidated
Number of departures - redundancies or departures from permanent contracts (fiscal year)	260	202	consolidated
Organisation of working hours			
Number of fixed-term contracts at year-end	481	143	consolidated
Number of permanent contracts at year-end	2,141	2,197	consolidated
Absenteeism			
Rate of absenteeism due to accidents and occupational illnesses in % (fiscal year)	2.3	1.5	France
Absenteeism due to illness in % (fiscal year)	7	6	France
Work-related accidents and occupational illnesses			
Number of workplace accidents (calendar year)	266	147	consolidated
Number of occupational illnesses (calendar year)	14	0	consolidated
The organisation of social dialogue, including procedures for informing, consulting and negotiating with employees			
Number of PRB full members (fiscal year)	112	117	France
Number of PRB alternate members (fiscal year)	94	85	France
Number of PRB trade union representatives (fiscal year)	21	24	France
Assessment of collective agreements, particularly health and safety at work			
Number of collective agreements (fiscal year)	3	11	France
Policies implemented in terms of training, particularly in environmental protection			
Number of trainees having received training (calendar year)	1,932	1,452	France
Training budget in € (calendar year)	1,024,000	2,497,000	France
Total number of training hours (calendar year)	21,227	20,785	France

Information required by article R225-105 of the French Commercial Code governing the content of the Extra-Financial Performance Statement	2022	2021	Perimeter
2. ENVIRONMENTAL INFORMATION			
Actions to combat food waste;			
% loss on finished and processed foodservice products (fiscal year)	1.3	1.7	ships
Water consumption and supply according to local constraints ⁽³⁾			
Total freshwater consumption in tonnes (fiscal year)	113,080	60,236	ships
of which Quantity of freshwater taken on board in tonnes (fiscal year)	105,782	56,204	ships
of which Quantity of freshwater produced on board in tonnes (fiscal year)	7,298	4,032	ships
Significant greenhouse gas emissions generated by the company's activities, notably through the use of the goods and services that it produces			
CO ₂ emissions in tonnes for our shipping business	422,933	356,187	ships
CO ₂ emissions in tonnes for our land-based activities	535 ⁽¹⁾	535 ⁽¹⁾	
3. CORPORATE INFORMATION			
The company's impact on local development			
Tourism impact in millions of visitors (fiscal year)	911,400	245,595	FR, UK, SP, IRL, Portugal
Tourism impact in millions of overnight stays (fiscal year)	16.1 M	6.6 M	FR, UK, SP, IRL, Portugal
Impact of the company's activities on neighbouring or local populations			
Tourist impact France in number of visitors (fiscal year)	600,500	123,000	France
Tourist impact France in number of overnight stays (fiscal year)	9.1 M	2.4 M	France
Annual tourist spending in France (fiscal year)	€816 M	not available ⁽²⁾	France

* Consolidated scope: BAI SA, SDMC, BAI UK, BAI IRELAND, BRITTANY FERRIES SANTANDER, BRITTANY FERRIES BILBAO.

* France scope: BAI SA, SDMC.

(1) This figure is taken from the BEGES (Bilan d'Émissions de Gaz à Effet de Serre - Greenhouse Gas Emissions Assessment), which is only carried out every 4 years; the last assessment was carried out for the 2018/2019 fiscal year.

(2) Source not available in 2021.

REPORT BY THE INDEPENDENT THIRD-PARTY INSTITUTION



BUREAU VERITAS EXPLOITATION
8, cours du Triangle
92800 PUTEAUX
Société par Actions Simplifiées
RCS Nanterre – 790 184 675

Rapport de vérification de la déclaration de performance extra-financière

La déclaration de performance extra-financière revue concerne l'exercice clos le 31 octobre 2022.

Demande, Responsabilités et Indépendance

Suite à la demande qui nous a été faite par BAI SA et en application des dispositions de l'article L.225-102-1 du code de commerce français, nous avons effectué la vérification de la déclaration de performance extra-financière (DPEF) relative à l'exercice clos le 31 octobre 2022 publiée dans le rapport de gestion 2021/2022 de BAI SA, en tant qu'organisme tiers indépendant et accrédité par le Cofrac sous le N° 3-1341 (liste des implantations et portée disponibles sur www.cofrac.fr).

Il appartient au Directoire de BAI SA d'établir et publier une DPEF en référence aux articles L.225-102-1, R.225-105 et R.225-105-1 du code de commerce français. La DPEF a été préparée conformément aux outils de collecte, de traitement et d'agrégation des informations sociales et environnementales, ci-après nommés « les procédures de reporting ». La DPEF sera disponible sur le site internet de la société.

Il nous appartient de conduire les travaux de vérification de la DPEF qui nous permettent de formuler un avis motivé quant à :

- ✓ La conformité de la DPEF aux dispositions prévues à l'article R.225-105 du code de commerce ;
- ✓ La sincérité des informations fournies en application du 3° du I et du II de l'article R.225-105 ;

Nous avons conduit les travaux de vérification de la DPEF de manière impartiale et indépendante, en conformité avec les pratiques professionnelles de la tierce partie indépendante et en application du Code Ethique appliqué par l'ensemble des intervenants Bureau Veritas.

Nature et étendue des travaux

Pour délivrer l'avis motivé sur la conformité de la DPEF et l'avis motivé sur la sincérité des informations fournies, nous avons effectué nos travaux de vérification conformément aux articles A.225-1 à A.225-4 du Code de commerce et à notre méthodologie interne, pour la vérification de la DPEF, notamment :

- ✓ Nous avons pris connaissance du périmètre consolidé devant être considéré pour l'établissement de la DPEF, tel que précisé dans l'article L.233-16 du code de commerce. Et nous sommes assurés que la DPEF couvre l'ensemble des sociétés incluses dans le périmètre consolidé précisé dans la DPEF ;
- ✓ Nous avons collecté des éléments de compréhension relatifs aux activités de la société, au contexte dans lequel la société évolue, et aux conséquences sociales et environnementales de ses activités.
- ✓ Nous avons pris connaissance du contenu de la DPEF et vérifié qu'elle intègre les éléments de l'article R.225-105 du code de commerce :
 - La présentation du modèle d'affaires de la société ;
 - La description des principaux risques liés à l'activité de la société, pour chaque catégorie d'information mentionnée au III de l'article L.225-102-1, y compris, lorsque cela s'avère pertinent et proportionné, les risques créés par ses relations d'affaires, ses produits ou ses services, ainsi que les politiques appliquées par la société, le cas échéant, les procédures de diligence raisonnable mises en œuvre pour prévenir, identifier et atténuer la survenance des risques identifiés ;
 - Les résultats de ces politiques, incluant des indicateurs clés de performance ;



- ✓ Nous avons examiné le dispositif de l'entreprise pour passer en revue les conséquences de ses activités telles que listées au III de l'article L.225-102-1, identifier et hiérarchiser les risques afférents ;
- ✓ Nous avons identifié les informations manquantes ainsi que les informations omises sans que soient fournies d'explications ;
- ✓ Nous avons vérifié que les informations omises relatives aux risques principaux identifiés font l'objet, dans la DPEF, d'une explication claire et motivée des raisons justifiant cette omission ;
- ✓ Nous nous sommes assurés de la mise en place par la société de processus de collecte visant à l'exhaustivité et à la cohérence des informations mentionnées dans la DPEF. Nous avons examiné les «procédures de reporting» au regard de leur pertinence, fiabilité, caractère compréhensible, exhaustivité et neutralité, et le cas échéant, en tenant compte des bonnes pratiques professionnelles issues d'un référentiel sectoriel ;
- ✓ Nous avons identifié les personnes qui au sein de la société, sont en charge de tout ou partie du processus de reporting et nous avons mené des entretiens auprès de certaines de ces personnes ;
- ✓ Nous nous sommes enquis de l'existence de procédures de contrôle interne et de gestion des risques mises en place par la société ;
- ✓ Nous avons apprécié par échantillonnage la mise en œuvre des « procédures de reporting », notamment les processus de collecte, de compilation, de traitement et de contrôle des informations ;
- ✓ Pour les données quantitatives ¹ que nous avons considérées comme étant les plus importantes, nous avons :
 - Réalisé une revue analytique des données et vérifié, sur la base de sondages, les calculs et la compilation de ces informations au niveau du siège et des entités vérifiées ;
 - Sélectionné un échantillon d'entités² contributrices dans le périmètre de consolidation, en fonction de leur activité, de leur contribution aux données consolidées de la société, de leur implantation et des résultats des travaux effectués lors des précédents exercices ;
 - Réalisé des tests de détails sur la base de sondages, consistant à vérifier la correcte application des « procédures de reporting », à rapprocher les données des pièces justificatives, à vérifier les calculs et la cohérence des résultats ;
 - L'échantillon sélectionné représente un taux de couverture de 84% des effectifs et 100% des valeurs reportées pour les informations environnementales testées ;
- ✓ Pour les informations qualitatives que nous avons estimées les plus importantes, nous avons consulté des sources documentaires et, conduit des entretiens avec les personnes en charge de leur rédaction.
- ✓ Nous avons examiné la cohérence des informations mentionnées dans la DPEF.

¹ **Informations sociales** : Effectif total du Groupe pour la haute et la basse saison et répartition en personnels navigants et sédentaires, effectif moyen du groupe ; répartition par sexe, répartition par âge, nombre total d'embauches en CDI, nombre de passage à CDI, nombre de licenciements ou départs CDI, nombre de CDD et CDI en fin d'exercice, taux d'absentéisme AT/MP, taux d'absentéisme pour maladie, nombre d'heures de formation, nombre de stagiaires formés répartis par domaines, par métiers et par type de formation, nombre de stagiaires ayant suivi une formation en e-learning par type de formation, nombre de jours de formation en e-learning par catégorie de personnel ; répartition du nombre d'accidents du travail avec et sans arrêt par site et par type de personnel, nombre d'IRP membre titulaires, nombre d'IRP membres suppléants, nombre de représentants syndicaux, nombre d'accords collectifs signés ; nombre de stagiaires et nombre d'alternants accueillis ; et les informations qualitatives : le développement de la formation digitale E-learning ; la mise en place des règles d'or de la compagnie ; mesures prises en faveur de l'égalité de traitement.

Informations environnementales : gaspillage alimentaire ; % de perte relatives aux produits finis et transformés / vivres consommées ; consommation d'eau douce embarquée, émissions de CO2 navires, émissions de CO2 des activités terrestres, informations qualitatives : politique générale en matière environnementale, mesures de prévention de la pollution, mesures concernant l'économie circulaire, mesures prises dans le cadre de la lutte contre le changement climatique, mesures prises en faveur de la protection de la biodiversité.

Informations sociétales : nombre de visiteurs et nombre de nuitées pour les 5 pays dont la France, pour la France : nombre de visiteurs, nombre de nuitées et dépenses annuelles ; nombre de stagiaires et les informations qualitatives : les partenariats

² B.A.I. SA, B.A.I. UK pour les données sociales, B.A.I. France et SDMC pour les données environnementales et les données relatives à la formation



- ✓ Nos travaux ont été conduits entre le 14 février 2023 et la signature de notre rapport sur une durée d'environ deux semaines, par un vérificateur. Nous avons conduit une douzaine d'entretiens avec des personnes en charge du reporting lors de cette mission.

Observations sur les procédures de reporting ou le contenu de certaines informations

Sans remettre en cause les conclusions ci-dessous, nous exprimons les observations suivantes :

- Le document « Méthodologie de reporting » porte sur l'organisation de la collecte des données, la consolidation et la validation de celles-ci. Des précisions relatives aux éléments pris en compte pour élaborer les indicateurs relatifs au e-learning et aux embauches doivent être apportées afin de garantir l'homogénéité des données dans le temps.
- Les contrôles internes pour les indicateurs sur la formation en e-learning ne sont actuellement pas définis ni documentés dans le document « Méthodologie de reporting », ce qui pourrait affecter la fiabilité des données.

Avis motivé

Sur la base de nos travaux, nous n'avons pas relevé d'anomalie significative de nature à remettre en cause la conformité de la déclaration aux dispositions de l'article R.225-105 et la sincérité des informations fournies.

A Puteaux, le 8 mars 2023

Pour Bureau Veritas

Laurent Mallet
Directeur d'agence

Signé
numériquement
par MALLET
Laurent
Date : 09-Mar-23





Discover and share our values,
our projects and news on

www.corporate.brittany-ferries.com

Brittany Ferries

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BRITTANY FERRIES - Port du Blosson - CS 60072 - 29688 Roscoff cedex - B.A.I. Bretagne - Angleterre - Irlande -
Public Limited Company with Executive Board and Supervisory Board, with capital of €22,831,056

Brest TCR 927 250 217 - Siret 927 250 217 00027 - APE Code 5010Z - Registration n° IM029100011 in the Registre des Opérateurs de Voyages et de Séjours.

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