



SUSTAINABLE MOBILITY POLICY

CORPORATE MOBILITY PLAN

OCTOBER 2024

CORPORATE MOBILITY PLAN OF TIS

OBJECTIVES:

- Understanding the commuting patterns of employees during their journeys to and from work and for business purposes (currently under development).
- Assessing the impacts of mobility measures that have already been implemented.
- Gaining insight into deliveries' flows.
- Encouraging the adoption of more sustainable mobility solutions.

OUR MASCOT



**Hello!
I'm MOBILIX, a
mascot dedicated
to more active,
healthy and
sustainable
mobility. Let's work
together!**

Internal mobility survey done February 2024
(100% participation).

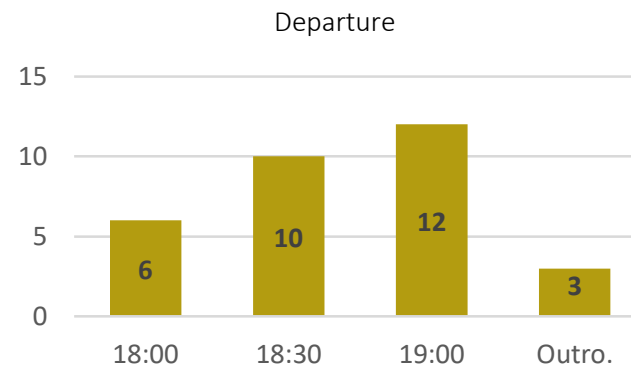
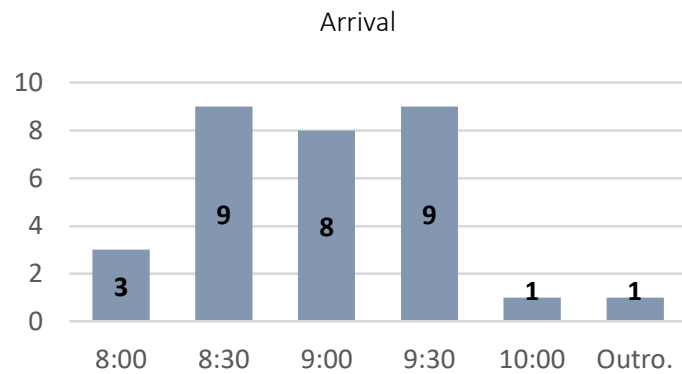
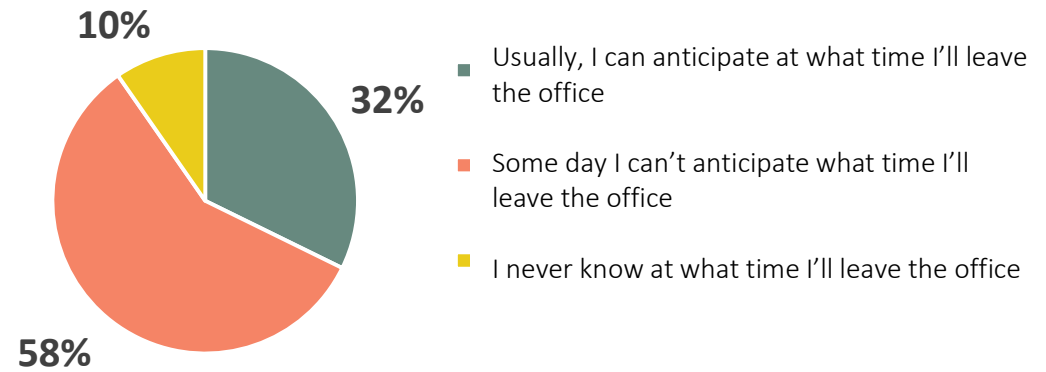


1

Understanding

WORK REGIMEN

- Approximately 30% of employees at TIS and Trafnor have chosen a hybrid work model. Friday is the day with the highest number of individuals working remotely.



HOW MUCH DO WE MOVE?

7.3 km
Average
distance
from home
to work

55%
Live within
<5 km of
the
workplace

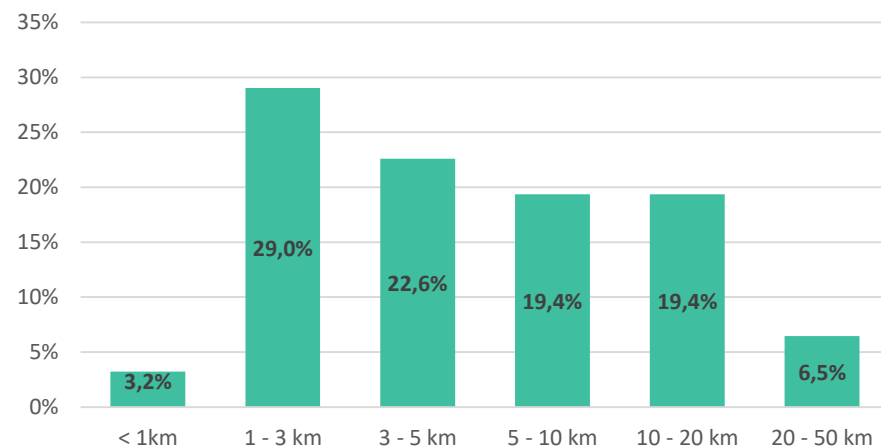
26%
Live more
than 10 km
from the
workplace

226 km
Travelled in a
day by all
employees *

4,711 km
per month,
taking into
account remote
working days

262 hours
per month
(taking into
account remote
working days)

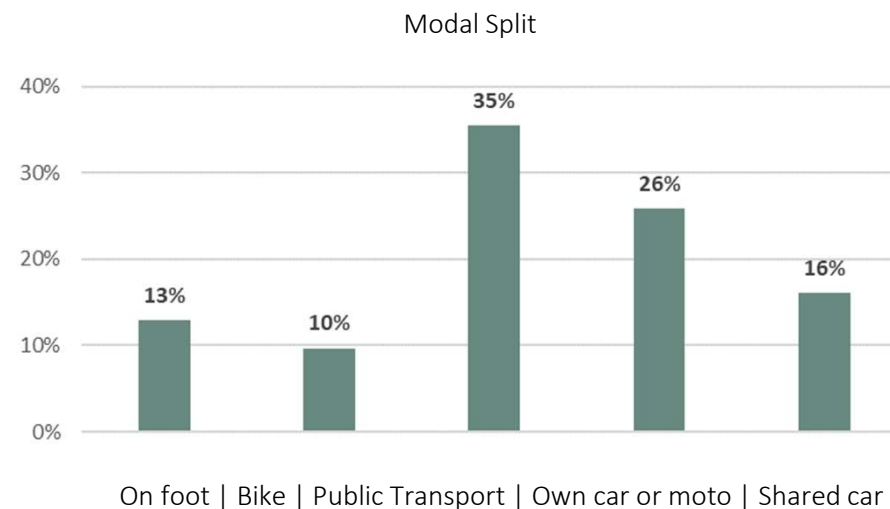
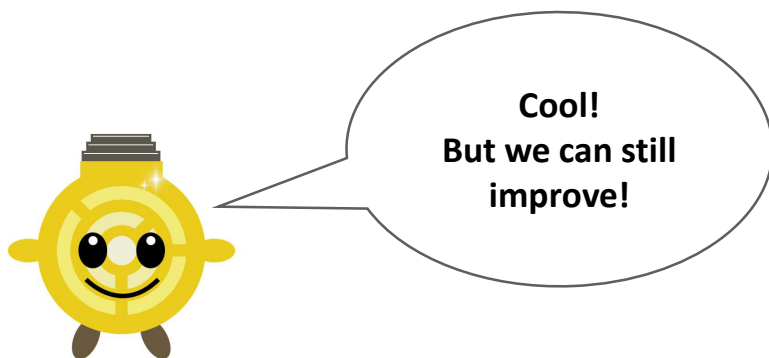
Distance from home to work



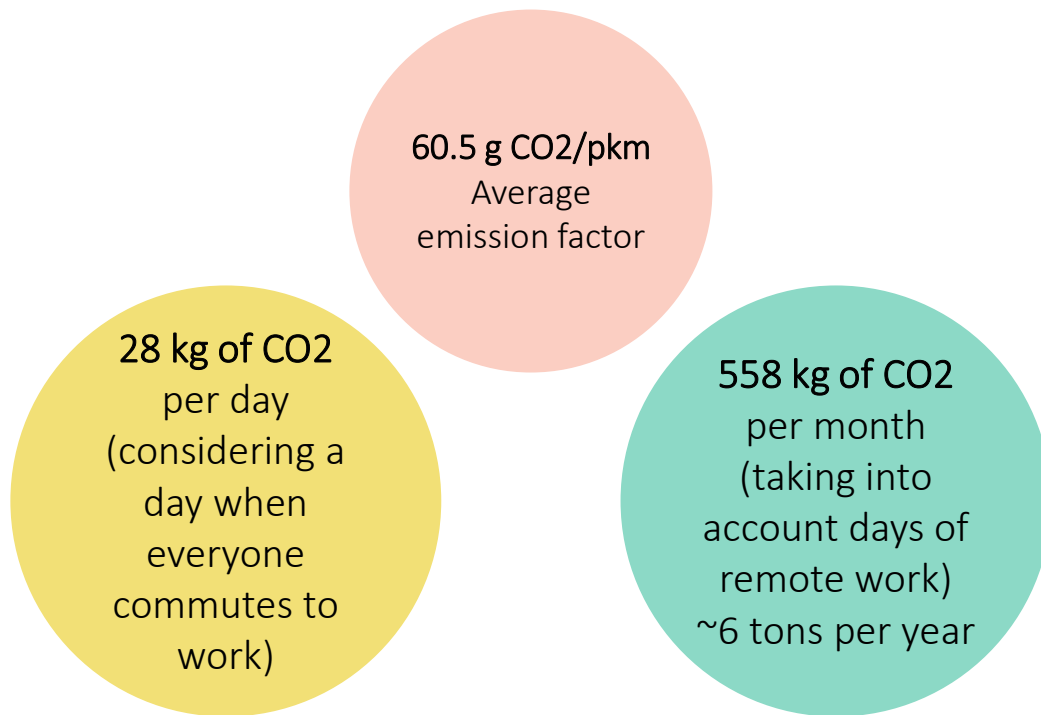
*assuming a day when all employees are present in the office

HOW DO WE MOVE AROUND?

- 23% of journeys are made using active modes of transport.
- 35% of commuters use public transport for their journey to work.
- 42% opt for private transportation, with 16% using it as a passenger instead of driving themselves.




OUR CARBON FOOTPRINT



To offset these emissions, it would be necessary to plant approximately **250 trees***

* Using an average value of 25 kg CO₂/year per tree as a reference
(<https://www.climateutralgroup.com/>)

 "The best time to plant a tree was 20 years ago. The second best time is now." (Chinese proverb)



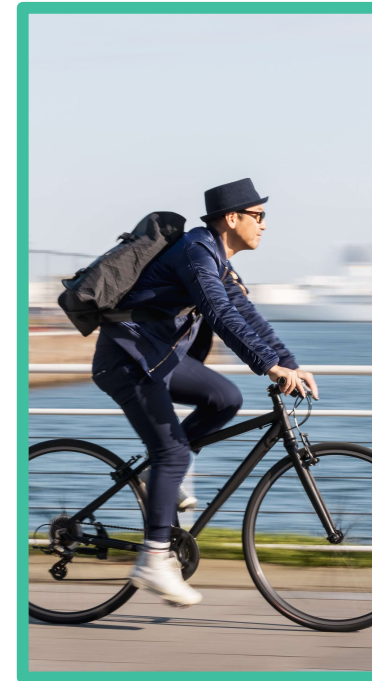
UNDERSTANDING MOBILITY OPTIONS



Public Transport



Parking Facilities



Active Modes of Transport

WHAT WE HAVE ALREADY DONE

Public Transport allowance
Passe Navegante
Metropolitano (ou opção
por carregamento Zapping)

Ride hailing accounts for
use on business trips

Remote work

Support to the purchase of
bicycles

Shower available at the
office

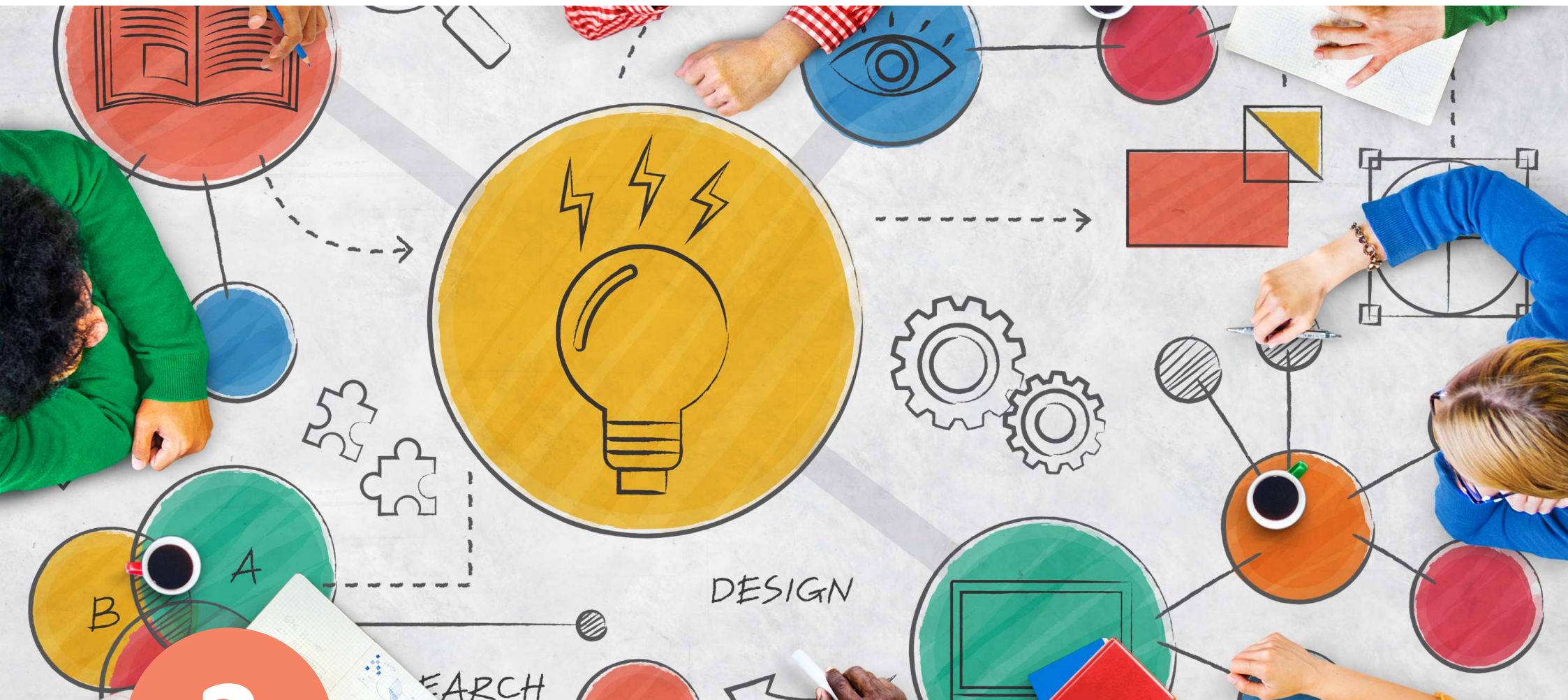
Lockers available at the
office

Shared bicycles accounts
Passe GIRA (12 passes
pedidos)

Docking bicycle system

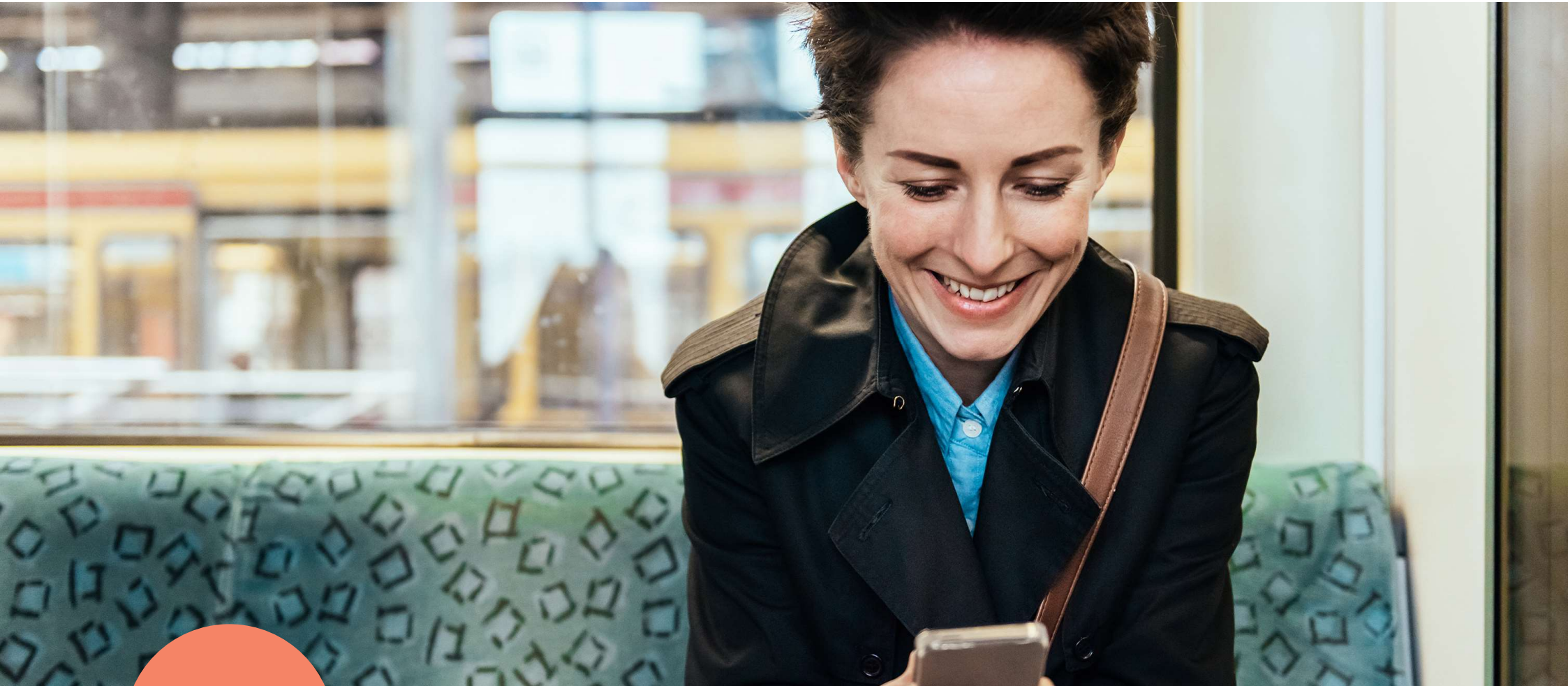
Use of TIS space for parking
of own bicycles (informal)

- We do not have our own fleet of vehicles.
- Our policy is not to provide vehicles as part of employee remuneration. This measure applies to all staff within the company, including the Board of Directors.
- We actively promote the use of public transport for business travel, even over long distances, whenever it aligns with operational needs.



2

Proposals to enhance performance and effectiveness

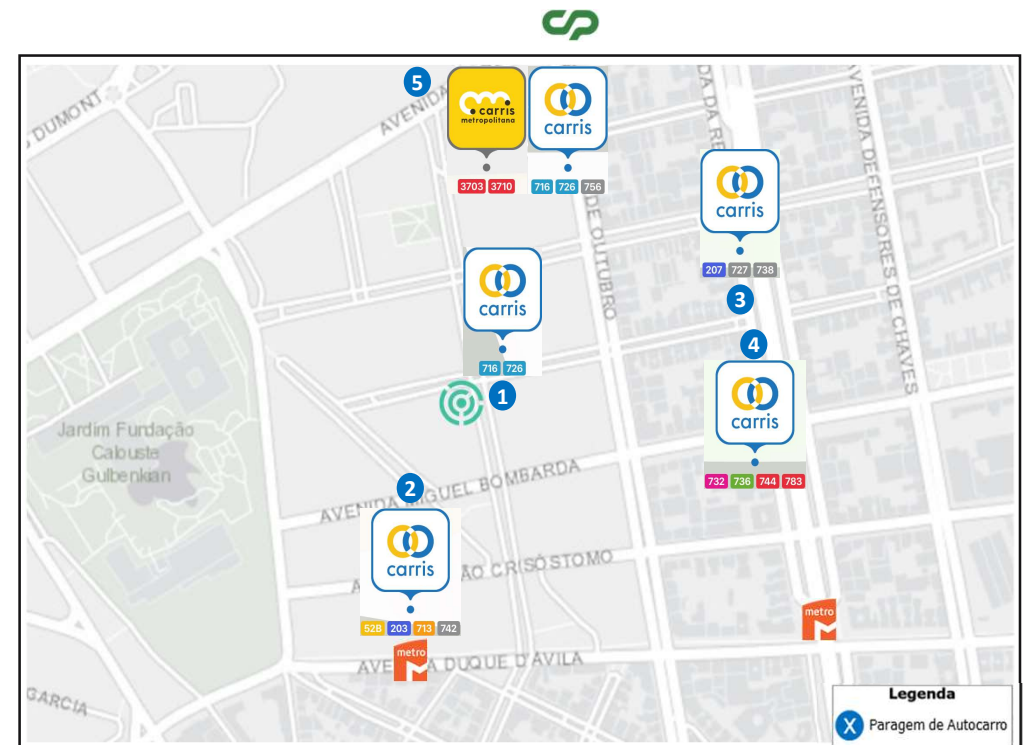


2.1

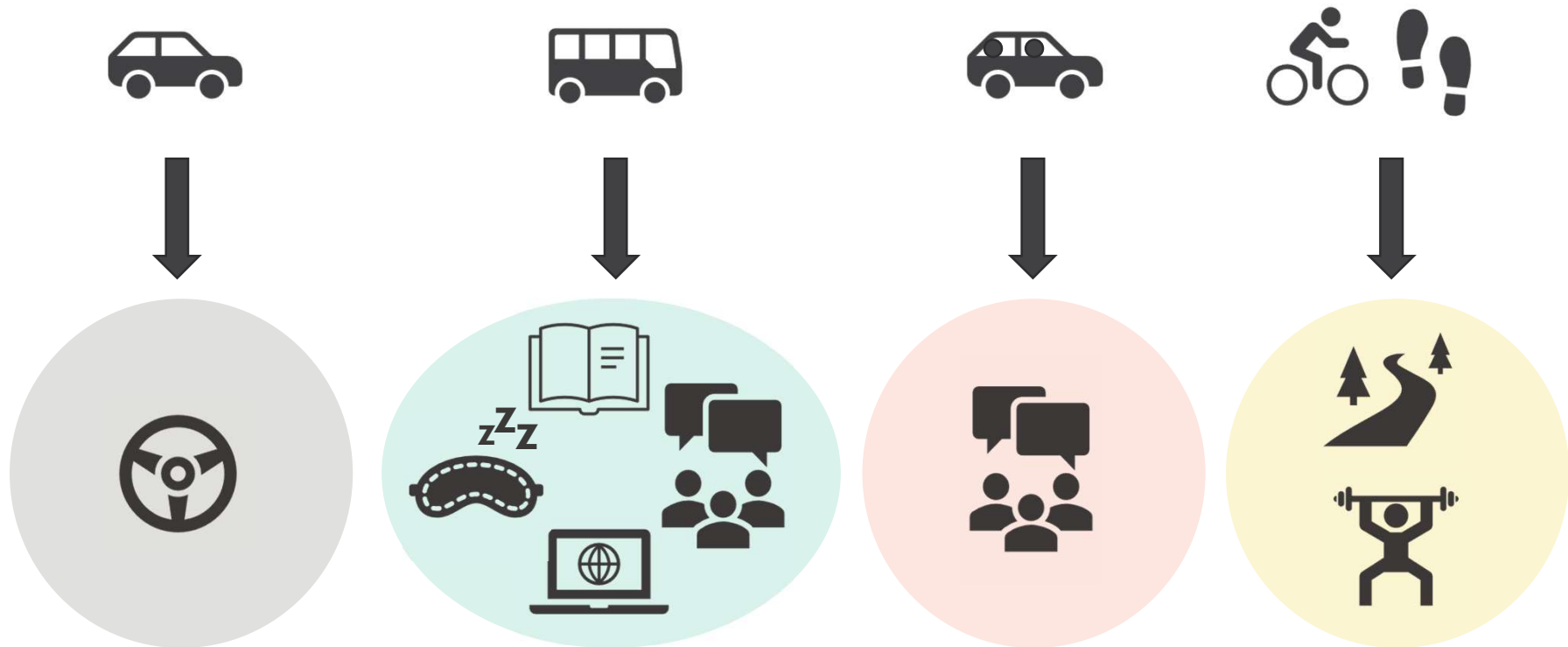
Public Transport

PROMOTION OF PUBLIC TRANSPORT USAGE

- TIS is well-served by public transport options including buses, the underground, and trains. There is a strong emphasis on raising awareness about more sustainable modes of transport.



HOW CAN I MAKE THE MOST OF MY TIME DURING MY COMMUTE TO WORK?





2.2

Individual Transport

PARKING FACILITIES

- **Current Situation:**
- 5 individuals regularly use the parking facilities.
- Parking expenses account for 60% of the 'Mobility' budget.

- **Projected for 2025:**
- Maintenance of parking spaces.
- Allocation of:
- 1 space for bicycle parking.
- 1 space for service/occasional visitor parking.
- Free usage equivalent to only 7 days per month for employees wishing to take advantage of this measure (not cumulative with the travel pass).
- Possibility to 'rent' a parking space for a fixed monthly fee, should there be available spaces.



2.3

Active Modes

PROMOTION OF BICYCLE USE

Eight individuals (non-cyclists) expressed a willingness to start cycling, provided that the following conditions are met:

Safe cycle paths connecting home to the workplace

Adequate facilities for securely storing bicycles at work

Regarding those who are completely unwilling to consider cycling (14 individuals), the primary reasons include the distance to the workplace and concerns about arriving sweaty or fatigued.



It is proposed to convert one of the car parking spaces into a secure bicycle parking area. The company BICIWAY has been contacted and considers it feasible to install a closed box in the parking area located on level -1, capable of accommodating 9 bicycles.

PROMOTION OF BICYCLE USE

Training for urban cycling

Implement temporary and/or permanent initiatives where interested individuals can register to receive support from a "mentor" (an experienced cyclist who volunteers to participate in the initiative, commonly referred to as a bike buddy).

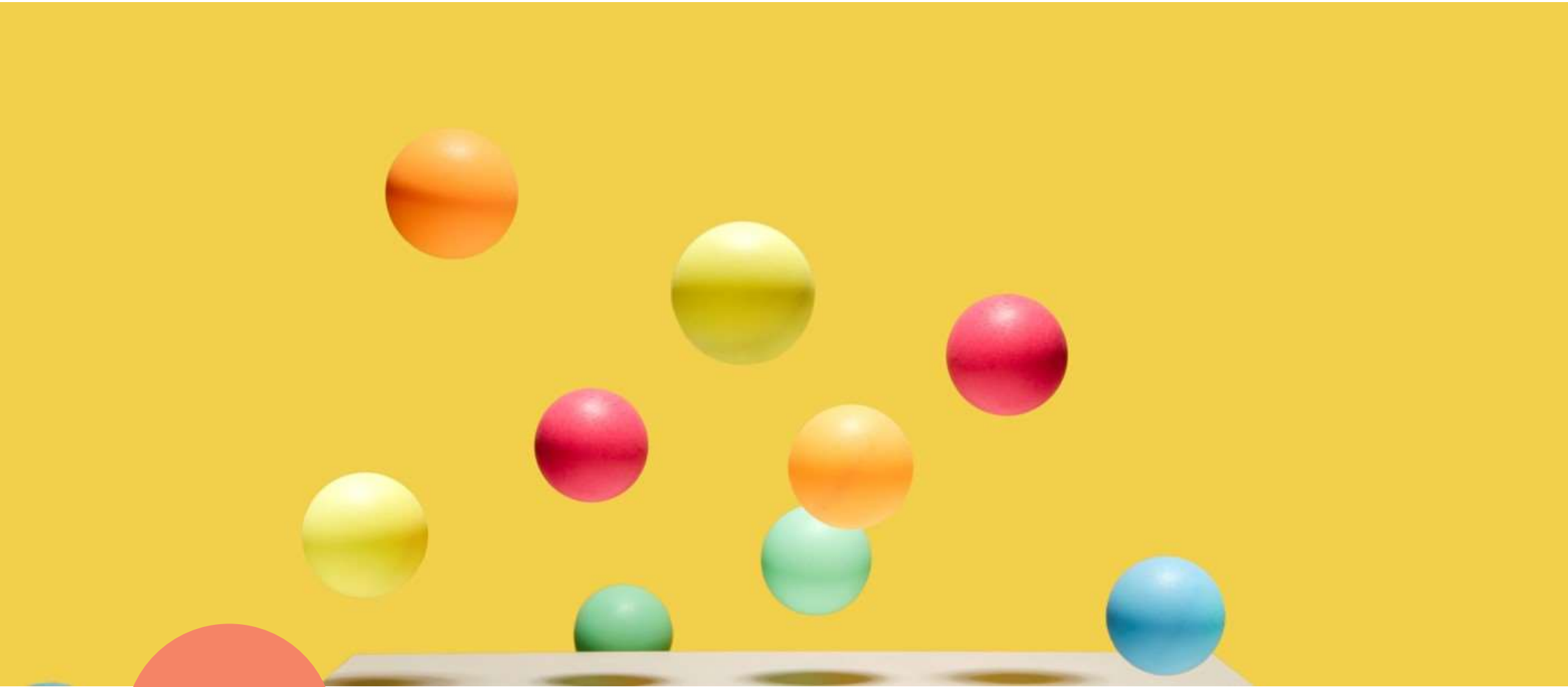


Source: <https://st.network/>



MUBi* promotes the Bike Buddy project, aimed at encouraging bicycle use in urban settings through the guidance and support of new users.

* MUBi: Association for Urban Mobility by Bicycle



2.4

Other Solutions

REMOTE WORKING

Although it does not correspond to a concrete measure of mobility, remote working solutions and flexible hours are those that allow for the greatest reduction of impacts associated with daily commuting.

GAMIFICATION

Create friendly competitions among colleagues, teams, or rewards for achieving collective goals.

Establish awards for employees who demonstrate the most sustainable behaviours.

Adopt a theme each year to generate interest around the topic of commuting to work.



Gamification can increase user engagement by up to 90% ("Gamification at Work Survey", 2019). This occurs because gamification creates a sense of challenge and reward that is highly motivating for individuals.

Examples of awards:

Award for "Lowest Carbon Footprint"

Award for "Most Dedicated Environmentalist" – for the employee who achieves the greatest reduction in environmental impacts through changes in their commuting behaviour.

Award for "TIS Athlete" – for the individual who covers the greatest distance using active modes of transport (walking or cycling).

Get ready!



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