



# EXTRA- FINANCIAL REPORTING

2020  
INDICATORS

# NON-FINANCIAL REPORTING

2020 INDICATORS

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# GOVERNANCE INDICATORS



THEME	DESCRIPTION	2020 RESULTS	UNIT
SD/CSR governance	<b>SD/CSR strategic objectives and challenges</b>	<p>At the end of 2020, Egis set out its new business development plan, IMPACT THE FUTURE. The aim of IMPACT THE FUTURE is to enable the Group to embark on a new phase in its growth, while helping to tackle the major challenges of the current century: the climate and ecological emergency and the digital revolution.</p> <p>The strategy is focused on three main development priorities: transport and mobility of the future; building sustainable cities; developing renewable energies - in an integrated approach based on ecodesign, eco-construction and sustainable operation. The climate challenge is arguably the most important challenge facing the world today, and our vocation, values and skills require us to put it at the heart of our strategic decisions. Our ambition is to gradually develop engineering and operating services that go beyond a strictly "low carbon" approach. We want to offer our customers a Net Zero Emissions solution, based on the pillars of ecodesign, low carbon and sequestration.</p> <p>Indeed, it is the operational projects entrusted to us that give us the greatest opportunity for action. At the same time, it is crucial that we set an example and fully control the ecological footprint linked to our internal operations. Our aim is to contribute to achieving global carbon neutrality by 2050, in accordance with the commitments of the Paris Agreement, across the Group's entire operational scope.</p>	qualitative
Governance - Innovation	<b>Amount of R&amp;D investments eligible for the French Research Tax Credit</b>	33.9 with 32% of these R&D investments focused on Climate and Biodiversity.	€ million
Governance - Risk	<b>Integration of environmental, social and governance risks into our global risk mapping</b>	<p>The Group has a global risk management system, managed by the Audit, Risk and Performance Department, which is based in particular on a network of risk correspondents within each Group BU. For the year <b>2020, the Egis Group has identified 16 major risks</b>.</p> <p>They are monitored during the various process reviews and the annual Management review (in line with the QSE Performance approach). These risks include, in connection with ESG criteria: employee safety (especially when travelling abroad), business ethics, the impact of the working environment on employees, the adequacy of resources for jobs and skills needs, and disclosure of information (business and personal), and the fight against climate change.</p> <p><i>See the 2020 EFPS for more information on major risks</i></p>	qualitative
Governance of the SD/CSR Policy	<b>Environment/Share of activity covered by ISO 14001</b>	43.8	%
Governance of the SD/CSR Policy	<b>Performance/Area of activity covered by ISO 9001</b>	100	%
Governance of the SD/CSR Policy	<b>Health/Area of activity covered by ISO 45001</b>	69.7	%

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THEME	DESCRIPTION	2020 RESULTS	UNIT
Commitments and partnerships	<b>Memberships and Affiliations</b>	<p><b>Main affiliations:</b></p> <ul style="list-style-type: none"> <li>Egis is represented in several offices and commissions of Syntec Ingénierie (including the CSR and Climate commission)</li> <li>Membership of the CLUB de Paris des Directeurs de l'Innovation (Paris CLUB of Innovation Directors).</li> </ul> <p><b>Examples of involvement in organisations related to Egis's business lines:</b></p> <ul style="list-style-type: none"> <li>Founding member of the French Association for Low Carbon Buildings (Association Bâtiment Bas Carbone),</li> <li>IDDRIM (French Institute for Roads, Streets and Mobility Infrastructures)</li> <li>Chair of Médiacconstruct's Scientific and Technical Committee (digital model)</li> <li>IBTTA (International Bridges, Tunnels, Turnpikes Association) - France GBT (Green Building Council) - Institute of Risk Management</li> <li>Elioth (Egis subsidiary) is vice-chair of the ADI-Vbois commission for the development of timber buildings and contributes to the Responsible Building Review 2020-2050 working group;</li> <li>Member of the French National Research and Technology Agency</li> <li>Saint Quentin en Yvelines Club Climat Energie (board member)</li> <li>Participation in the Job Center programme created by INSA Lyon</li> <li>Sponsor of the largest ever Smart Cities event in Brazil in September 2020</li> <li>Partner of BIM World 2020</li> </ul> <p><b>Partnerships related to SD:</b></p> <ul style="list-style-type: none"> <li>Association of Sustainable Development Managers (C3D),</li> <li>Décider Ensemble (Board member),</li> <li>SD Club France,</li> <li>CEEBIOS (European centre of excellence in biomimetics in Senlis)</li> <li>Nature programme 2050</li> <li>Business clusters (Advancity , Aerospace Valley, Lyon Urban Truck and Buses, I-Trans),</li> </ul> <p><b>Foundations:</b> Palladio Foundation (founding member).</p>	qualitative
Commitments and partnerships	<b>External commitments relating to SD/CSR</b>	<p><b>Main commitments and partnerships:</b></p> <ul style="list-style-type: none"> <li>Membership in the Global Compact (since 2011),</li> <li>Signatory to the Vivapolis Charter (2014),</li> <li>Signatory to the Guiding Principles for constructive stakeholder dialogue (January 2015)</li> <li>Signatory to the Commitment Charter for consulting firms in the field of environmental assessment (June 2015)</li> <li>Membership in the 2050 Nature Club</li> <li>Signatory to the 11 commitments to improve support for employees affected by cancer (charter drafted by the Business Club led by the National Cancer Institute, the French Association of HR Managers and the French agency for the improvement of working conditions.</li> <li>Signature of the Shift Project manifesto (2017)</li> <li>Publication of a charter "THE EGIS HUMAN RESOURCES MANAGEMENT CODE" and applicable to our partners.</li> <li>Egis has signed the "ACT 4 NATURE-Businesses committed to nature" commitment</li> <li>Signature of Syntec's climate engineering charter and the Women's Forum Climate charter (2019)</li> <li>Signature of the Greater Lyon Climate Plan</li> <li>Launch of the REBONDIR platform to harness the creative energy of employees after the first lockdown in France</li> <li>Publication by Egis of 21 proposals for a low-carbon recovery</li> </ul> <p><i>NB: see the line above (Strategic objectives and challenges) for climate commitments</i></p>	qualitative
Sustainable Procurement	<b>Sustainable procurement policy</b>	<ul style="list-style-type: none"> <li>Until mid-2019, we had no formal sustainable procurement policy; our policies were mainly focused on the environmental responsibility of our "travel policy", "vehicle hire policy", and of the maintenance of gardens and buildings (Continuation of the procurement policy with ESAT).</li> <li>In the field of IT, we have signed a contract with a company that recycles a good proportion of our old equipment and mobile phones.</li> </ul> <p>Finally, in 2020, we renewed the long-term leases on our company vehicle fleet, with carbon emissions at the forefront of our selection criteria, so that we can reduce our GHG emissions for this item by 50% by 2025.</p>	qualitative

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THEME	DESCRIPTION	2020 RESULTS	UNIT
Sustainable Procurement	<b>CSR commitments of suppliers and business partners</b>	The <b>Business Partners' Code of Integrity</b> sets out the values that Egis wants to share with its business partners, and the rules with which they agree to comply when working alongside Egis on the projects and services concerned. This Code applies to Egis subcontractors and suppliers as well as to its sales agents, consultants and representatives. It also applies to Egis co-contractors in the context of temporary consortia. It deals with anti-corruption and respect for free competition, as well as personal integrity, conflicts of interest, confidentiality and communication, and social and environmental responsibility. Egis partners formally commit to complying with these integrity rules by signing an "Ethics" commitment. This document is available <b>in French, English, Spanish and Portuguese</b> .	qualitative
Sustainable Procurement	<b>CSR issues are now taken into account in relations with suppliers and subcontractors</b>	Egis has incorporated CSR clauses into several of its contracts, in particular for purchases related to the operation of its buildings, in the IT field, for contractual relationships with our vehicle suppliers, and in the context of intellectual services. The group is working to increase the existence of such CSR clauses and criteria in its procurement of services, according to the demands of its customers. Specific systems are in place for its main purchases (e.g. the "code of ethics for partners" and KYC evaluations for intellectual services), but there is no centralisation of these different supplier relationships. A Procurement department was created in 2019, and further discussions on sustainable procurement are now underway.	qualitative
Sustainable Procurement	<b>% of "target" suppliers who have signed the supplier code of conduct and/or that have clauses setting out requirements regarding the environment, labour and human rights.</b>	All suppliers whose contract is worth more than €30K should include the code of ethics that they undertake to respect in their contractual appendices. That is <b>100% of target suppliers</b> .	%
Sustainable Procurement	<b>Volume of purchases from companies in protected and adapted work sectors</b>	47,720 Down compared to 2019 (203,000), due to a lower need for services on our sites in France during the COVID pandemic. <i>N.B. Indicator for France, no equivalent in other countries</i>	€ excl. tax
Risk prevention and crisis management	<b>Legal action for anti-competitive behaviour</b>	0 No legal action or litigation identified	Number
Fair practices and transparency	<b>Business Ethics and Compliance Policies</b>	Egis is built on the values of ethics, transparency, quality, respect and integrity. Above and beyond complying with the laws and regulations in force in the countries where Egis operates, the Group has defined codes of conduct applicable to everyone, based on three main documents updated in 2018: an Ethics and Compliance Charter (available in 9 languages), a code of integrity, and a Business Partners' Code of Integrity. In 2020, the ethics programme was extended to incorporate conflicts of interest, the recruitment of public officials, Ethical due diligence for acquisitions, and methods for mapping bribery and corruption risk.	qualitative

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THEME	DESCRIPTION	2020 RESULTS	UNIT
Fair practices and transparency	Fight against corruption, fraud, money laundering and funding terrorism <b>Preventive actions and policies</b>	The Ethics and Compliance department is responsible for deploying a system aimed at reinforcing ethical behaviour in line with the Group's values, and making sure practices comply with national and international regulatory frameworks on integrity. Our main achievements in 2020 were: - Continuation of efforts to develop face-to-face training (287 people trained) - A campaign complementing the e-learning course on business ethics and a compulsory module for newcomers - Introduction of "Ethical Moments" - Deployment of the "Conflict of Interest" procedure, with use of the Avanteam tool for reporting and handling situations of conflict of interests, and mandatory annual reports from members of the Board of Directors and the Executive Committee - Finalisation of the new methodology for mapping bribery and corruption risks, with an application underway for the 2020 mapping - Integration of ethics into the process for recruiting public officials - Preparation of a guide on performing Ethics due diligence in the context of company acquisitions.	qualitative
Fair practices and transparency	<b>Share of employees trained in anti-corruption and money laundering</b>	<ul style="list-style-type: none"> <li>• <b>Face-to-face training:</b> 84% A list of employees directly exposed to risk (managerial, commercial and operational profiles) and who must therefore attend training is updated regularly. At the end of 2020, this census counted 2,411 people in total since 2012. In 2020, the training efforts continued with 287 people trained in person, 200 of whom based in India.</li> <li>• <b>E-learning:</b> E-learning course on business ethics and a compulsory module for newcomers; the ethics module is now available in four languages: French, English, Spanish and Portuguese: an additional e-learning training campaign carried out in France and internationally. In 2020, 1,069 additional employees were invited to take the course, 31% of whom have validated the course.</li> </ul>	%
Fair practices and transparency	Fight against corruption, fraud, money laundering and funding terrorism <b>Incident management systems</b>	In the event of corruption, Egis has set up an "incident" procedure in its management system which is used to list all the significant incidents experienced by the Group's subsidiaries, to draw lessons from them and to determine any action plans that may prove necessary (preventive and corrective). In practical terms, this procedure aims to: <ul style="list-style-type: none"> <li>• Give Egis the tools it needs for "day-to-day" management of its operational risks in addition to work on assessment;</li> <li>• Collect and maintain data to quantify operational risks, and to gather the necessary resources;</li> <li>• Support business line managers and operational staff in the management of incidents;</li> <li>• Characterise incidents by evaluating the financial impacts in particular;</li> <li>• Generate analyses and summary reports at any time for General Management and Caisse des Dépôts;</li> <li>• And above all, prevent their occurrence and/or contain the consequences. A single platform for reporting and processing various events, including those relating to incidents, was implemented and communicated to all staff during the first quarter of 2020.</li> </ul>	qualitative
Fair practices and transparency	<b>Information for employees</b> on policies and procedures related to anti-corruption and money laundering and the funding of terrorism	All employees have access to: <ul style="list-style-type: none"> <li>• The procedures, available in the Egis Book, our management frame of reference</li> <li>• The ""Ethics and Compliance"" themed section on My Egis,</li> <li>• The internal whistleblowing system accessible from My Egis and via a specific internet link.</li> </ul> Furthermore, any publication of new aspects of our Ethics and Compliance approach is accompanied by internal communication, via an email or a video from the CEO to all employees (e.g. review of the Ethics and Compliance Charter and deployment of the whistleblowing system), via our social media pages, and for some a paper handout (e.g. publication of the code of integrity).	qualitative

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THEME	DESCRIPTION	2020 RESULTS	UNIT
Fair practices and transparency	<b>Information for business partners</b> on anti-corruption and anti-money laundering policies and procedures	For several years now, our contracts with our partners have systematically included an ethical clause. Since the beginning of 2016, the "Partners' Code of Integrity" informs our partners of the ethical principles that Egis asks them to follow in the context of joint projects. This commitment from the partner is formalised through the signing of an Ethical Commitment in the Tender phase and the Ethics clause in the contract completion phase.	qualitative
Fair practices and transparency	<b>Professional whistleblowing and confidentiality</b>	Implementation of the internal whistleblowing system at Group level in October 2018. The purpose of this system is to be able to report any conduct or situations that are contrary to the established common rules. It aims to make it easier and more secure for people to report a breach, and ensures the confidentiality of information and the protection of personal data. It consists of a procedure that defines the scope of the alerts, their reporting and processing methods, and the measures in place for protection, an internet platform and telephone messaging service accessible to all employees from the My Egis portal (home page) or from the internet link specified in the procedure. Some general information and a video were sent to all Group employees at the launch of this new tool.	qualitative
Fair practices and transparency	<b>Whistleblowing</b>	27 alerts, one of which was external, were received in 2020, seven of which were deemed inadmissible (outside the scope or insufficient information)	quantitative
Equality	<b>Proportion of women in governing bodies</b>	Board of Directors: 5 women out of 11 people in 2020, which equals 45.5% Executive Committee: 4 women out of 17 people in 2020, i.e. 23.5%	x/y proportion

# SOCIAL INDICATORS



THEME	DESCRIPTION	2020 RESULTS	UNIT
Employment	<b>Employment and recruitment</b>	Egis employs more than 15,500 people worldwide, including more than 10,000 internationally. Subsidiaries located abroad generally have a small number of expatriates and mostly employ people on local contracts who we then integrate and train in our activities. <b>In 2020, in France, the Group consisted of 4,301 employees</b> , including 4,065 under the Syntec agreement and 236 people in our operating activities. The average length of time for employees working in the company has been stable for several years now and <b>staff turnover is 10.6%</b> , down compared to 2019 (12.5%).	qualitative and %
Employment Policy	<b>Policy for an intergenerational workforce</b>	In 2020, Egis's proactive policy for an intergenerational workforce (based on the Group's 2017 "Generation Contract" agreement) continues to result in the recruitment of a significant number of junior profiles. The use of people on work-based learning schemes also continues to flourish.	qualitative
Diversity and equal opportunities	<b>Anti-discrimination policy</b>	Egis is a responsible employer, and its Human Resources Management Code lays down key principles that are applicable regardless of the region, country or project. The code sets out a series of guiding principles focused on social responsibility, the health and safety of Egis teams, managerial practices, diversity, career paths and talent management. In France, the commitment to constructive social dialogue is reflected in the signing of Group agreements, forming the basis of our social policy. Despite the COVID pandemic, the spirit of negotiations continued in 2020 with the conclusion of our 2020 incentive scheme and major Group agreements focused on promoting diversity and employment. As for diversity and equal opportunities, Egis renegotiated two agreements: An agreement on the employment of people with disabilities for a period of three years, so we can build on our momentum and strengthen our commitments, and the agreement on gender equality in the workplace.	qualitative
Diversity and equal opportunities	<b>Anti-discrimination measures</b>	Publication and distribution of a Global HR Management Code to BUs' HR departments. The Code describes the main principles to be applied wherever the Group operates, in particular regarding the Group's main HR challenges: social responsibility, the health and safety of Egis teams, managerial practices, diversity, career paths and talent management.	qualitative
Diversity and equal opportunities	<b>Gender pay gap and gender equality INDEX</b>	The pay gap (for equal classification or equivalent function) was <b>3.5%</b> in 2020 (3.22% in 2019). Concerning the gender professional equality Index for the year 2020, the results obtained in the Group ranged from <b>84 to 100 points</b> depending on the subsidiary.	%
Employability and training	<b>Training Policy</b>	Training is a major investment of our HR policy, for maintaining our expertise, developing our managerial culture and promoting a cross-business approach, as well as ensuring the employability of staff by continuously developing skills. Egis is developing a company-wide learning culture, facilitating access to multi-modal training resources (on-the-job training, conferences, learning communities, e-learning, etc.) for all teams. Like all companies, we have been impacted by the COVID pandemic when it comes to the implementation of our training actions. In March 2020, we were quick to adapt our key training programmes by creating courses in virtual classrooms. In 2020 a new HR Roadmap was defined that includes our "Global Learning" objective aimed at transforming our approach to training to develop "new ways of Learning". The aim is to step up our multi-modal approach including more digital content on our core skills, accessible anywhere in the world, while strengthening collaborative and "on the job" learning. A practical approach to development is key. We are also setting up a network of mentors/tutors to support knowledge transition and the progression of employees at key stages of their career. To support these changes, we have developed our new eTalent HR platform, allowing over 10,000 employees to access our training solutions (e-learning modules) and to ensure overall monitoring of our training investment. <b>In 2020, 49% of employees in France had access to at least one training course, this rate is 31% in Brazil.</b>	qualitative + %

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THEME	DESCRIPTION	2020 RESULTS	UNIT
Employability and training	<b>Career support policy</b>	In 2020, several major actions were implemented to attract and retain our employees: <ul style="list-style-type: none"> <li>• A more dynamic and robust Talent policy: diversity, practical development and continuous feedback, action plans for identifying and developing potential, management through targets, etc.</li> <li>• Renewal of our agreement on strategic workforce planning: to help us manage career paths through individual support measures, and at important career milestones.</li> <li>• A more innovative and dynamic recruitment and internal mobility policy</li> </ul>	qualitative
Development of career paths	<b>Geographical and professional mobility</b>	Since January 2020: career mobility networks have been strengthened to increase the Group's cross-functional pathways and to counter the effects of the pandemic by making it possible to reposition employees whose activity has been impacted. June 2020: implementation of an internal mobility action plan. December 2020: Launch of Inside Move, boosting Egis careers and internal staff marketing.	qualitative
Working conditions	<b>Policy for work/life balance</b>	Outside of the COVID pandemic, and since the publication of the QLW agreement incorporating telework (allowing up to two days a week), the number of people regularly working from home is increasing. "Regular teleworkers" are people with an addendum in their employment contract. <b>In 2020 the percentage was 9.4%</b> . Aside from regular teleworking, Egis employees have the option to set up "occasional telework" days via our HR service. In addition, our QLW agreement provides for a number of benefits, such as days off for sick children for example. This information applies to the France scope. Elsewhere in the world, situations vary depending on the local culture, particularly with regard to teleworking.	qualitative
Working conditions	<b>Occupational health and safety policy</b>	Employee safety is another major issue, especially in the context of work abroad. For several years now, Egis has been rolling out its Safety Attitude initiative, which not only applies to employees working in offices but also to those who travel as part of their work, or those who are affected by our projects. Egis is certified <b>ISO 45001</b> (formerly OHSAS 18001); <b>in 2020, 70% of our business activities were certified</b> . In addition, the accident frequency rate fell over the 2019/2020 period for France, which can primarily be explained by a fall in staff travel and the context of the COVID pandemic, which among other things reduced the need for works supervision during the first lockdown period. For international assignments, a safety and security policy is in place for assignments and stays abroad, using a tool that tracks the itineraries taken during trips, to locate and alert travellers and expatriates in case of problems. Safety monitoring is also carried out, it is updated at least 11 times a year and is sent to all managers in charge of teams travelling abroad. It is also accessible on the company network.	qualitative
Working conditions	<b>Occupational Health and Safety - Responsibilities and Procedures</b>	A safety policy was set up for travelling abroad as well as a tool for tracking the routes used during trips and for notifying travellers in the event of any problems, managed via a "Safetrip" tool. Safety and geopolitics is constantly monitored. This falls under the responsibility of the Human Resources Department.	qualitative
Employee satisfaction	<b>Employee satisfaction</b>	In 2020, there was no social barometer from our majority shareholder, CDC (the most recent barometer was in 2018, with satisfactory and significantly more favourable results than in 2015); In early 2021, Capital magazine published its exclusive list of 2020's best employers in France = Egis is ranked second in the engineering sector	qualitative

# SOCIETAL INDICATORS



THEME	DESCRIPTION	2020 RESULTS	UNIT
Patronage and employee involvement	<b>amount of total annual grants for sponsorship.</b>	2020 data unavailable due to the COVID pandemic	€
Solidarity	<b>Charitable/responsible actions</b>	<p><b>Every day, a variety of initiatives mean we can contribute to community work and launch eco-friendly initiatives.</b></p> <p>Examples of 2020 actions:</p> <ul style="list-style-type: none"> <li>• <b>Health:</b> <ul style="list-style-type: none"> <li>• France: In October, Egis took part in the charity event Odyssea 2020, alongside the Alter Égales network (the Caisse des Dépôts Group's network of women executives). Because of the COVID pandemic, participation was virtual. And because the race was virtual, Egis was able to invite regional subsidiaries to take part, running or walking together against breast cancer.</li> <li>• France: A campaign to raise awareness of the possibility of donating days off to a Group colleague whose loved one is seriously ill</li> <li>• Latin America BU: organisation of breast cancer awareness campaigns for women (pink October) and prostate cancer for men (blue November)</li> <li>• Qatar: The Expressway and QEZ3 teams in Qatar highlighted the importance of breast cancer awareness by wearing pink face masks (pink October). The masks are reusable, in line with Egis's desire to adopt a sustainable approach.</li> <li>• Mexico: OCACSA, a subsidiary of Egis Projects in Mexico, in collaboration with the Mexican Red Cross, architectural firm Revolution and other companies, has supported a project worth 1.3 million Mexican pesos (54k EUR), to offer temporary lodges to health workers in the context of COVID-19.</li> </ul> </li> <li>• <b>Skills sponsorship (France) with:</b> <ul style="list-style-type: none"> <li>• Egis continued its support for Nos Quartiers ont du Talent (Our Neighbourhoods Have Talent), a charity that supports young graduates from disadvantaged areas. Two employees from the VRM BU participated in a "speed coaching" forum at the beginning of March in Marseille.</li> </ul> </li> <li>• <b>For people living in poverty:</b> <ul style="list-style-type: none"> <li>• Poland: Egis Poland teams once again actively participated in Noble Gift, one of Poland's largest charity campaigns. Christmas gifts are packaged and sent to families in difficult circumstances.</li> <li>• Brazil: In June 2020, the Latam BU purchased masks made by the young people's charity "Arca do Saber" and the value of the sale was converted into a donation of 340 masks for families in the Vila Prudente slum, in the eastern area of São Paulo (SP). Arca do Saber is a Franco-Brazilian NGO that has spent the past 20 years working in the slum of Vila Prudente, to support the development of community's inhabitants from the age of six to adulthood, by offering them training and qualifications so that they can break the cycle of poverty and build a better future.</li> <li>• Brazil: Between November and December 2020, Egis Brazil organised the Christmas Campaign led by the Integrated Management System (IMS) team. This year, 54 employees from various business units joined the campaign. Christmas kits were delivered to the children of the community charity "PAC São Domingos", located in Taboão da Serra (SP). Once again, Egis Brazil doubled the number of donations collected.</li> </ul> </li> <li>• <b>Environment:</b> <ul style="list-style-type: none"> <li>• Middle East: Employees of the Middle East BU are planting mangroves in Al Zohra to fight against climate change.</li> <li>• France, "RTT Solidaire" charity day: For one day, Egis employees worked for a good cause, supported by ASEM (Association for the Protection of Mining Ponds), on a voluntary campaign to collect litter, funded by the Egis Foundation.</li> </ul> </li> </ul>	qualitative
Respect for human rights	<b>Policies and measures to improve human rights Policies and measures implemented to incorporate these issues into the organisation's policies.</b>	The "Egis HR Management Code", published in late 2017 and still in force, defines the main principles of the Egis Group's Human Resources policy, which is then applied in our different countries, according to local regulations and constraints. The code describes the main principles that must be applied everywhere the Group operates, and in particular for the Group's major HR issues (social responsibility, health & safety of Egis teams, managerial practices, diversity, career paths and talent management).	qualitative

# ENVIRONMENTAL INDICATORS



THEME	INTERNAL OR BUSINESS LINE OPERATIONS	DESCRIPTION	2020 RESULTS	UNIT
Environmental reporting	Internal operations	<b>Coverage of environmental reporting</b>	65% of Group revenue The aim is to cover 80% of revenue by 2025 at the latest	% revenue
EET - Energy - network cooling	Internal operations	<b>Energy consumption for internal operations</b>	1,164,022	Kwh fe (fe for final energy)
EET - Energy - Electricity	Internal operations	<b>Energy consumption for internal operations</b>	8,963,632	Kwh fe
EET - Energy - Natural gas	Internal operations	<b>Energy consumption for internal operations</b>	1,237,637	Kwh fe
EET - Energy - heat network	Internal operations	<b>Energy consumption for internal operations</b>	459,845	Kwh fe
EET - Energy - Total consumption for all of our largest sites in France	Internal operations	<b>Energy consumption for internal operations</b>	11 825 136	Kwh fe
EET - Energy	Internal operations	<b>Average energy consumption per m<sup>2</sup></b>	125 Down this year, due to the lower occupancy of premises because of COVID.	Kwh fe/m <sup>2</sup>
EET - Energy	Internal operations	<b>Projects to improve energy efficiency in internal operations</b>	In 2015, we set up a trial energy management system with weekly monitoring, first on our Montreuil building (already HQE certified) and then at Start, our head office in Yvelines, where consumption is regularly decreasing thanks to the work of General Resources that optimise the operation of the building. Employees are made aware of energy savings through our eco-conduct campaigns, usually during Sustainable Development Week. An action plan was drawn up to reduce energy consumption, which is directly correlated with GHG emission targets, including a trajectory that remains consistent with the Paris agreements, i.e. a 40% reduction between 2016 et 2030.	qualitative
EET - Direct or indirect GHG emissions	Internal operations	<b>GHG emissions (scope 1)</b>	180 according to GHG protocol	TeqCO <sub>2</sub>
EET - Direct or indirect GHG emissions	Internal operations	<b>GHG emissions (scope 2)</b>	749 according to GHG protocol	TeqCO <sub>2</sub>

N.B. scope 1 = direct greenhouse gas (GHG) emissions - scope 2 = indirect emissions related to energy consumption - scope 3 = other indirect emissions

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THEME	INTERNAL OR BUSINESS LINE OPERATIONS	DESCRIPTION	2020 RESULTS	UNIT
EET - Direct or indirect GHG emissions	Internal operations	<b>GHG emissions (scopes -3)</b>	5910 according to GHG protocol	TeqCO <sub>2</sub>
EET - Direct or indirect GHG emissions	Internal operations	<b>Total GHG emissions</b>	6839 according to GHG protocol	TeqCO <sub>2</sub>
EET - Direct or indirect GHG emissions	Mixed	<b>Areas generating significant GHG emissions as a result of the company's activity</b>	Business travel is the largest item in terms of our GHG emissions (82%).	qualitative
EET - Direct or indirect GHG emissions	Internal operations	<b>Total GHG emissions generated by business trips</b>	5 573	TeqCO <sub>2</sub>
Commitments and measures taken in terms of climate change (mitigation and adaptation) in internal operations	Internal operations	<b>Reduction actions and objectives</b>	<p>In 2018, we defined the Egis climate plan, "1.5°C Pathways", a key focus of which is controlling the Group's internal footprint, with concrete actions and emission reduction targets for 2020, 2025 and 2030 in line with the Paris Agreement and the French Low Carbon Strategy. Our action plan focuses primarily on the most important sources of emissions, namely:</p> <ul style="list-style-type: none"> <li>• business travel, where we are targeting 30% fewer GHG emissions for 2025 (compared to our 2016 reference year); and -35% by 2030</li> <li>• the energy consumption of our buildings (including the share of energy devoted to the use of digital tech.) with a target of -40% by 2030.</li> </ul> <p>The aim is to contribute to global carbon neutrality in 2050.</p> <p>Main achievements of 2020:</p> <ul style="list-style-type: none"> <li>• Development of the Group's new Car Policy (the scope of which includes subsidiaries with headquarters in France), which gives priority to "clean" vehicles.</li> <li>• Renegotiation of fares with the SNCF, to provide Group employees with preferential first class fares on target journeys (the eight routes most used by our employees by plane: such as Paris-Montpellier, Paris-Aix, Paris-Marseille),</li> <li>• Launch of the Green-IT initiative.</li> </ul>	qualitative

N.B. scope 1 = direct greenhouse gas (GHG) emissions - scope 2 = indirect emissions related to energy consumption - scope 3 = other indirect emissions

## | ENVIRONMENTAL INDICATORS |

THEME	INTERNAL OR BUSINESS LINE OPERATIONS	DESCRIPTION	2020 RESULTS	UNIT
EET - Combating climate change	Business lines	<b>Products and services to support our regions in the face of climate change</b>	<p>Egis is a leading international player in the fight against climate change, thanks to its work on operations of an overall amount equivalent to €10 billion in investment in works. Through our work on consulting, engineering and operations, we can have an influence on our clients' projects and emissions and take action on the three key drivers that are the mitigation, adaptation and sequestration of greenhouse gas emissions. For several years now, Egis has been providing products and services that are helping to build a decarbonated world and increase the planet's resilience. In 2018, we launched an initiative entitled "1.5°C Pathways", to gradually strengthen our low carbon solutions across all our assignments and areas of operation. In 2019, mapping was established that lists the skills, methods and tools developed, as well as key references that showcase our contribution to the fight against climate change. It highlighted more than 70 initiatives developed by all business units, activities, trades and geographic areas. We continue to promote our solutions based on three main priorities for action. Some examples of achievements in 2020:</p> <ul style="list-style-type: none"> <li>• Aviation: Contract for studies on factors influencing the efficiency of horizontal flights in Poland in cooperation with Open Airlines.</li> <li>• Buildings: Rehabilitation of the largest lycée (secondary school/sixth form) in Brittany on an occupied site and support for social landlord 3F in a carbon neutral approach aimed at achieving a 2050 Transition Plan. Egis won the "Construction and Development" prize at the 2020 French National Engineering Awards for rehabilitation of the Lycée of Bréquigny on an occupied site.</li> <li>• Transport and Mobility: Egis is responsible for the design of electric vehicle charging facilities in Paris on behalf of Total.</li> <li>• Cities: Development of the "Cities on Alert" tool in partnership with Synapse, Ceneau and Comatis. This tool makes it possible to anticipate flooding risk and to manage the crisis at inter-municipal level, in a collaborative way, in real time, with all local players.</li> <li>• Cities: Technical assistance to the city of Lviv in Ukraine which in June 2020 won the Gold Sustainability Award from the EBRD (European Bank for Reconstruction and Development) for best environmental and social practices. Egis is involved in 7 of the 8 municipal projects that contributed to this award.</li> <li>• Environment: Wetland and agro-environmental restoration project in the Marais de Chautagne (73), Savoie's largest wetland spanning nearly 60 ha, in the town of Chindrieux. The Conservatoire des Espaces Naturels de Savoie and Egis received the Special "Wetlands" Award at the 2020 Ecological Engineering Prize.</li> <li>• Environment: Egis has developed the SMART CARBON SOILS solution, aligned with the 1.5°C target of the Paris agreements and the "Net Zero Initiative" framework. SMART CARBON SOILS offers an innovative approach to managing the carbon contained in soils, generating social and environmental co-benefits. A pilot project (POC) implementing the SMART CARBON SOILS solution is underway at Abidjan airport in Côte d'Ivoire.</li> <li>• Roads: Study on greenhouse gases for the Arles motorway bypass project (26km) This study was carried out, firstly, using the Variways® tool (Egis method technically certified by IDRRIM - French Institute for Roads, Streets and Mobility Infrastructure) and secondly, using the 2020 CEREMA method "Recommendations for the assessment of greenhouse gas emissions from road projects". The GHG balance is an indicator that the Operation Owner intends to monitor throughout the project with the aim of optimising the environmental impact.</li> <li>• Rail: The Doha metro project was awarded the international CHIT prize (Chartered Institution of Highways &amp; Transportation) in 2020. The Doha Metro is the backbone of the city's public transport system. Its purpose and ambition is to revolutionise the way people move around Doha and its suburbs. Egis, in a consortium with Louis Berger/WSP, provided project management consulting services (PMC) for phase 1 of the Doha metro.</li> </ul>	qualitative

## | ENVIRONMENTAL INDICATORS |

THEME	INTERNAL OR BUSINESS LINE OPERATIONS	DESCRIPTION	2020 RESULTS	UNIT
EET - Combating climate change	Business lines	<b>Risks and opportunities related to climate change</b>	<p>The environment is an important source of opportunity and value creation, in our solutions contributing to regional planning. The Group is therefore engaged in an environmental management system (ISO14001 certification), which allows us to manage and control our impact on the environment and to therefore limit risks. Climate risk is included in the environment. We have assessed the risks and opportunities linked to climate change according to the Task Force on Climate-Related Financial Disclosures (TCFD). Our environmental policy revolves around two key priorities: our internal operations, and our business activities. For over ten years, Egis has had an abundance of solutions, covering all our areas of expertise and our locations. In 2019, mapping was established that lists the skills, methods and tools developed, as well as key references that showcase our contribution to the fight against climate change. It highlighted more than 70 initiatives developed by all business units, activities, trades and geographic areas. Our expertise covers all three aspects of the fight against climate change: mitigation (i.e. emission reduction), adaptation and sequestration/offsetting. Our CARBON solution covers the entire value chain from consulting to operations and new services, including engineering. Awareness of the climate emergency has led to new regulations, aimed in particular at improving the thermal performance of buildings. The new rules for allocating green finance, in particular the European taxonomy, will require all companies and our customers to provide proof of their contribution to the fight against climate change. Egis needs to live up to these new requirements. When it comes to climate change, the risk is that we fail to sufficiently develop our employees' skills so that the design, construction and operation of structures takes into account the application of ecodesign principles, the impacts of climate events on the sizing and construction of structures, and the calculation of carbon emissions linked to the projects on which we work. By contrast, acquiring this new expertise would represent an opportunity for business growth and a means of standing out.</p> <p>In addition, our ability to increase the resilience of our customers' projects in the face of climate change is increasingly in demand. Finally, for the operating side of our activities, taking climate risk into account requires anticipating and evaluating climate episodes that may impose physical damage, and require us to adapt operating methods.</p>	qualitative
Biodiversity	Business lines	<b>Commitments and policies to protect or develop biodiversity in the work of our business lines</b>	<p>Egis has been a member of the B4B+ club for several years as part of Nature 2050, and we are actively involved in various working groups for the development of a Biodiversity indicator.</p> <p>At the end of 2019, alongside the CDC, we signed the Entreprises Engagées pour la Nature (EEN - Companies Committed to Nature) commitment, and plan to submit our action plan no later than April 2021.</p> <p>Egis's engineering solutions incorporate the objectives and the means to avoid, reduce and offset impacts on biodiversity. We offer many ecodesign solutions in our project designs; for example, with our Seaboost brand, we are developing and installing eco-reefs to restore the marine environment impacted by the projects we are working on. In an approach based on biomimicry, we have also been developing land modules since 2018; for this solution, named Landboost. The first demonstrator was deployed in 2020, on a business park owned by Icade.</p> <p>In the building sector, together with the Group's subsidiaries, we have created a specific solution to integrate the issue of biodiversity into the upstream phase of project design. We have extended this concept to all types of projects through a flash diagnostic assessment named EVABIODIVERSITY.</p> <p>For our operating activities, we are continuing all our efforts to avoid and reduce pressure on biodiversity by combating pollution and artificialisation, and fighting for the preservation of spaces.</p>	qualitative

## | ENVIRONMENTAL INDICATORS |

THEME	INTERNAL OR BUSINESS LINE OPERATIONS	DESCRIPTION	2020 RESULTS	UNIT
Prevention of disturbance and waste Pollution in the air, water and soil (excluding GHG)	Business lines	<b>Issues and impacts related to pollution of water and soil during construction</b>	Our building and infrastructure designs must incorporate the issue of water resources in order to limit discharges in terms of quantity and quality. This is what we do in our projects, that are often subject (for larger infrastructure projects, for example) to administrative authorisations, where the thresholds for discharges into water are meticulously analysed and where regulations must be respected in terms of quality. During the construction phase, as part of our works supervision assignments, the risk of spilling toxic products, contamination of the water table and so on, poses a real challenge that can have a significant impact on natural environments.	qualitative
Prevention of disturbance and waste Pollution in the air, water and soil (excluding GHG)	Business lines	<b>Measurements and results related to pollution of water and soil during construction</b>	As part of its customers' projects, Egis implements various environmental measures to reduce water consumption: a "green construction site" charter, recommendations on the use of equipment, the installation of rainwater collection systems on certified buildings, etc. For projects related to the design of drinking water plants or pollution control, water resource management is key. All of these resources comply with the necessary authorisations and local environmental regulations where these exist.	qualitative
Prevention of disturbance and waste Pollution in the air, water and soil (excluding GHG)	Business lines	<b>Issues and impacts related to pollution of water and soil during operation</b>	Our ability to increase the resilience of our customers' projects in the face of climate change is increasingly in demand. For the operating side of our activities, taking climate risk into account requires anticipating and evaluating climate episodes that may impose physical damage, and require us to adapt operating methods.	qualitative
Prevention of disturbance and waste Pollution in the air, water and soil (excluding GHG)	Business lines	<b>Measurements and results related to pollution of water and soil during operation</b>	Examples of water protection measures on our motorway operations: Operating personnel receive safety training, and agreements are established with emergency resources. The infrastructures themselves may include equipment able to block or slow down pollution (pollution control basins). Egis has also developed a "dry basin" concept for tropical countries, which address both pollution and health aspects (by limiting mosquito breeding). All of these resources comply with the necessary authorisations and local environmental regulations where these exist. Examples of measures on our airport operations: we are implementing low-carbon environmental management and certification systems, which enable us to better manage and control our environmental impact.	qualitative
Water - Consumption and water supply	Internal operations	<b>Total volume of water consumed</b>	17,500 Sharp decrease compared to 2019 (23,658 m3) due to the COVID context	m <sup>3</sup>
Water - Consumption and water supply	Internal operations	<b>Volume of water consumed by employee</b>	4.5 Significant decline compared to 2019 (8 m3/employee) due to the COVID situation and the high proportion of teleworking in 2020	m <sup>3</sup> /employee
Raw materials - Consumption of raw materials (excluding paper)	Business lines	<b>Optimisation of the use of materials and raw materials in the construction phase</b>	The optimisation and reuse of materials is an integral part of engineering work in the design phase, especially when we have been given an environmental assignment as part of a project. More and more, we are incorporating ecodesign into our projects. Examples: on-site methods for the treatment of soil with low mechanical characteristics (sustainable earth project) or treatment of contaminated soils to avoid landfilling and the supply of new materials; methods for dry compaction of road surfacing materials to limit water use in areas of water stress; timber-building solutions on all types of projects (sports centres, high-rise buildings, housing, etc.). On the services side, in 2018 we started Cycle Up, a platform dedicated to solutions for the reuse of building materials, created in collaboration with Icade.	qualitative

| ENVIRONMENTAL INDICATORS |

THEME	INTERNAL OR BUSINESS LINE OPERATIONS	DESCRIPTION	2020 RESULTS	UNIT
Raw materials - Paper consumption	Mixed	<b>Amount of paper consumed</b>	28.1 Sharp decline in paper consumption compared to 2019 (62.9 T) due to the COVID pandemic	Tonne
Raw materials - Paper consumption	Mixed	<b>Share of recycled paper in total consumption</b>	90	%
Waste - Prevention, recycling and waste disposal	Internal operations	<b>Total waste</b>	194 A significant decline compared to 2019 (316 T) as a direct result of the pandemic, since the majority of our employees have been teleworking almost 100% since the first lockdown.	Tonne
Waste - Prevention, recycling and waste disposal	Internal operations	<b>Share of composted waste</b>	11	%
Waste - Prevention, recycling and waste disposal	Internal operations	<b>Share of waste to energy</b>	63	%
Waste - Prevention, recycling and waste disposal	Business lines	<b>Issues and measures for the prevention/ recycling/ disposal of waste generated during site operation</b>	The nature of Egis's business means it does not generate much waste. Nevertheless, as an ISO14001-certified company, we carry out awareness-raising campaigns for our employees, and have set up sorting and recycling schemes at our facilities, recycling materials such as those produced by I.T. (the largest recycling item along with garden waste, also recovered by mulching and composting). In addition, some of our motorway operations are ISO 14001-certified. As such, we provide sorting and recycling in accordance with the country's regulations. Same for our low carbon airports.	qualitative
Waste - Prevention, recycling and waste disposal	Internal operations, Business lines	<b>Policy related to the circular economy</b>	In our internal operations we take care to recycle all our computer equipment and small telecommunications equipment, as well as some of our daily waste. In our products and services for our customers, we incorporate solutions aimed at optimising resources. For example, in 2018, we launched a startup with the company Icade named "CYCLE UP", to develop a collaborative platform devoted to solutions for the reuse of building materials.	qualitative



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