

NON-FINANCIAL PERFORMANCE STATEMENT

EXERCICE
2020



NON-FINANCIAL PERFORMANCE STATEMENT

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INTRODUCTION

Introduction

In accordance with Article L.225-102-1 of the French Commercial Code, the non-financial performance statement compiles all the social and environmental information you require. It presents the business model of the Egis Group as well as the social and environmental implications of our business activity (impact of our operations on climate change, commitments to sustainable development and the circular economy, collective agreements signed¹). It also describes the main non-financial risks identified, the policies applied to prevent these risks, and the results of these policies.

Our «Non-Financial Performance Statement» (NFPS) has been audited by an accredited independent third party. The conformity and veracity of the information contained in this NFPS is attached as an appendix to the report.

¹ Given its business as a consulting, engineering and operating company, Egis is not affected by issues relating to the fight against food waste, food insecurity or respect for animal welfare. These points are therefore excluded from this NFPS.

OUR BUSINESS MODEL

Egis is an international consulting, engineering, project development and operating group. In engineering and consulting, we work in the fields of transport, construction, urban development, water, environment and energy. Our products and solutions range from the road and airport industries to project development, capital investment, equipment supply and **operation**. Egis has also expanded its business to include the new services of **smart cities and smart mobility**.

A subsidiary 75% owned by the Caisse des Dépôts and 25% by partner executives and employees, in 2020 our Group generated a **consolidated turnover of €1,070 million, 77.5% of which was achieved in engineering and consulting and 22.5% in operation and mobility services**. Egis has international operations in Europe, the Middle East, Asia, Africa, America and Oceania-Australia, with around a hundred locations around the world. In 2020, as shown in the illustration below, 62% of revenues were generated internationally.

Egis's value and resources are mostly made up of our human capital, represented by our wealth of skills and expertise, which we are committed to developing through training and innovation. At the end of 2020, Egis counted **15,500 employees worldwide, 4,301 of whom were based in France** (4,065 people in engineering, consulting and new services under the Syntec agreement, and 236 people in our operating activities outside of the Syntec agreement).

At the end of 2020, Egis set out its **new strategic plan**



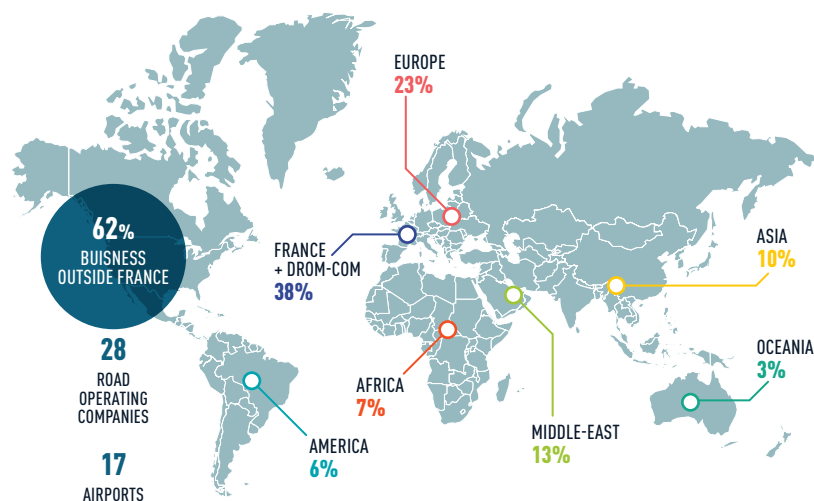
The aim of **IMPACT THE FUTURE** is to enable the Group to embark on a new phase in its growth, while helping to tackle the major challenges of the current century: the climate and ecological emergency and the digital revolution.

To become a leading player at international level, we must double in size by 2026 and reach €2.5 billion in turnover. 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.

Our Ambition: To become a leading player in smart and sustainable buildings and infrastructure to contribute to the fight against climate change and improve people's living environment

Our assignments involve supporting our public and private clients from the beginning to end of their projects. This allows us to harness the experience gained over the entire life cycle of projects and sites, and to reinforce our understanding of the challenges they face. We are developing dialogue with our own stakeholders (economic and financial partners, governments and public institutions, regional players, academia, civil society) as well as those of our clients, to help encourage the consideration of societal issues just as much as the technical and environmental aspects of our work. This is the driving force behind the three commitments in our Sustainable Development Charter published since 2012: Anticipate and avert; Assist and build; Assemble and involve.

BREAKDOWN OF TURNOVER IN 2020 ACCORDING TO GEOGRAPHIC AREA



Our core values: A creative, responsible and human company

We continue to conduct our business in line with our three fundamental values: those of a creative, responsible and human company. We need to take ownership of our values in the way we carry out our projects around the world, but also in our behaviour as individuals. The Ethics and Compliance Charter stipulates rules of conduct to be followed by all employees. The Group's long-term success depends on its employees' ability to cultivate the trust of their customers and partners, and to perpetuate a culture of quality. The current ecological, energy and demographic transitions, the digital revolution and the emergence of new economic models require us to be ever more technical and inventive so that we can develop the best possible solutions and expressly provide for our customers' current and future needs.

Climate change and the digital revolution: two major challenges at the heart of our business strategy

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, for equipment and infrastructure that produces less carbon and respects biodiversity.**

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 2050², in accordance with the commitments of the Paris Agreement.

In addition, the rise of digital tech. is revolutionising the entire construction sector and shaking up established value chains with the arrival of new players from the digital world. Digital technology has required us to completely revisit our tools and working methods. It is also a fantastic opportunity to develop new services with high added value and, in particular, to come up with responses to the challenge of climate change.

IMPACT THE FUTURE is fully in line with our commitment to sustainable development, and supports our ambition and signature

**IMAGINE.
CREATE.
ACHIEVE.**
a sustainable future

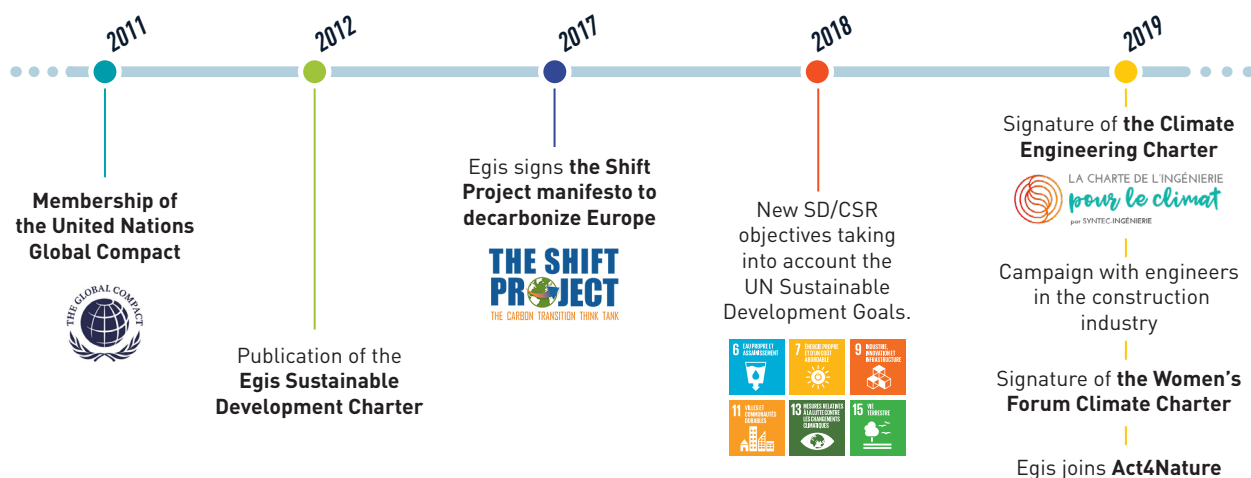


² In accordance with the Net Zero Initiative framework

COMMITMENTS TO SUSTAINABLE DEVELOPMENT

Egis's goal today is to be recognised as an accelerating force for ecological and energy transition and to be among the world's leading players on these issues. Egis firmly believes that it is its duty and its social and environmental responsibility to ensure favourable living conditions for future generations, and that by definition our engineering profession needs to focus on new ways of doing things, by exploring new approaches, new methods for building a better world, for the benefit of our customers who themselves have commitments and goals to meet in terms of sustainable development and in particular in the fight against climate change.

We have chosen to put this commitment into action since 2011:



MAIN NON-FINANCIAL RISKS

Risk governance

Egis is an international group which, through the nature and geographic location of its activities, is liable to be exposed to numerous risks.

The risk management system is integrated into the performance management system. The CEO of the Egis Group is its guarantor.

He or she approves the guidelines in this field and the methodology implemented. The Risk function of the Group's Ethics, Compliance, Risk and Performance Department is responsible for managing the risk management approach. It rolls out the methodology and updates the procedures and tools necessary for the process.

The Business Unit (BU) risk correspondents, appointed by the BU heads, lead the approach within their BU. They coordinate the process for identifying, assessing and managing risks within their scope of

responsibility. They report annually on the major risks identified as well as any significant incidents.

At Group level, major risks are identified as part of the processes in the performance management system by the process manager. The risks identified by the managers are consolidated in the Group's map of major risks.

The Operational Risk Committee (ORC), which meets twice a year, is the risk governance body within the Group. It is responsible for validating the Group's major risk mapping as well as reviewing and approving the associated action plans.

Methodology for developing risk mapping

The Egis group's risk analysis methodology is in line with the best practices suggested by the recognised

international reference frameworks, in line with the CDC (COSO 2 ERM and ISO 31000). The risk mapping is reviewed each year. The risks are evaluated and prioritised according to an assessment matrix, taking into account their likelihood on the one hand and the severity of the impact on the other.

This comparison is used to distinguish three levels of criticality of risk :

- Level 1: minor risk
- Level 2: moderate risk
- Level 3: major risk.

With regard to its business activity, in 2020, the Egis Group identified 16 major risks in accordance with our framework for classification.

Six of these sixteen risks are non-financial risks and are presented in the following table. They are environmental, social and societal.

| Main non-financial risks | Level of criticality of the risk in the Egis mapping | Description of the risk |
|---|--|--|
| ENVIRONNEMENT | | |
| Climate Change | Major | Climate change not taken into account in our design and operating activities |
| SOCIETAL/ETHICAL | | |
| Business Ethics | Major | Violation of the rules of competition law and the fight against corruption. Practices that constitute a criminal offence |
| Legal and Compliance | Major | Group failure to comply with regulations applicable to our activities |
| Information System | Major | Risk of disclosure of personal and/or business data |
| SOCIAL | | |
| Working conditions: OHS | | Health & safety and security risks for employees |
| Attractiveness and criticality of recruitments | | Lack of internal and external visibility and appeal for filling vacant positions, in particular critical positions Poor recruitment performance |

2020: a year marked by the COVID pandemic:

The “Consequences of the COVID pandemic” risk was included in the Group’s major risk mapping in 2020, but was not considered as a non-financial risk.

Characteristics of the Covid crisis

The Coronavirus pandemic and resulting global crisis presents a series of characteristics whose **scenario was not anticipated** either by Egis or most other companies; it is:

- › **Health-related**, making it very different to the usual types of crisis situations (fire, serious accidents, kidnappings or attacks, war, etc.)
- › **Global in scope, but national when it comes to implementing** protective measures
- › **A long, slow process in terms of its duration** (“classic” crisis scenarios take place over much shorter periods or occur as one-off events)
- › **Potentially the cause of extremely significant economic consequences**

To take effective action from the start of the pandemic, monitoring was put in place to track developments in the international situation and in particular in our locations in Asia (from January 2020). In view of the developing situation, the Group has decided to trigger its crisis unit mechanism at the end of February 2020. The crisis unit was put on standby in the summer of 2020, then reactivated at the start of second wave of the pandemic in France (mid-August), and remains in place to this day.

The crisis mechanism put in place complies with the provisions of the Egis procedure; it consists of:

- › The Group Crisis Unit: set up around the main leader (CEO) by one of the governing bodies in place, it is responsible for all major decisions.
- › The Operational Crisis Unit: led by the coordinator (risk director), it brings together around ten people from the central functions directly involved: HR, IS, Legal, Communications, General Services, Risks, etc.; it puts forward, applies and coordinates the implementation of decisions by the Group Crisis Unit on health matters.
- › It is also in charge of interaction and coordination with key cross-business networks. It manages communication through dedicated media and materials accessible to employees (dedicated email address, specific spaces in the group’s main media, etc.)

It is constantly in touch with the operational management body (Executive Committee), with frequent and regular updates to allow fluid communication with the managerial line and to ensure consistency between health measures (Crisis Unit) and operational decisions (Executive Committee).

Purposes of the Covid crisis organisation

For France, its tasks include:

- › Supporting and implementing the decisions of government authorities impacting our activities
- › Putting in place measures and systems to protect employees across all sites, in conjunction with heads of establishments and site managers.

- › Deploying the practical and material conditions required for business continuity during periods of lockdown and restricted travel, as well as for resuming operations when lockdown rules and health restrictions are eased
- › Recording Covid cases and putting in place suitable indicators, in particular on its presence on sites.

At global level, it means:

- › Identifying instructions from local government authorities and ensuring their implementation by local leaders
- › Ensuring the transfer of experience from and to these local leaders, in particular on health measures
- › Setting up reporting of Covid cases and managing the situation of employees on assignment, expatriates, international volunteers, and trainees

More specifically, we have managed to continue our activity thanks to the widespread deployment of teleworking in most of our locations. In France, in mid-March, our 4,000 employees all found themselves working from home in the space of a weekend. On our work sites, our presence was able to continue with the health and safety protocols in force in many countries around the world. We have kept a close link with our customers to continue production as well as possible in this unprecedented situation. Obviously, significant uncertainty remains, especially with regard to the status of the various markets once the health crisis has eased. But the diverse nature of the Group’s businesses and geographic presence gives us a high level of resilience.

APPLIED POLICIES AND RESULTS

In light of the main risks, Egis sets out policies, follows action plans and monitors KPIs to deal with them head on. These aspects are presented in the following paragraphs.

The policies applied in terms of environmental, societal and social aspects are in line with our 2018-2020 Sustainable Development Goals, which revolve around three main pillars:



THE ENVIRONMENT AND THE FIGHT AGAINST CLIMATE CHANGE

The impact of Egis's activity on the environment is twofold:

- › Direct impacts as a result of our internal operations;
- › Indirect impacts linked to the intellectual services of consulting, engineering and design services that we carry out for our clients, where we have a major opportunity to make a change and lead more environmentally friendly projects, especially in terms of the climate and biodiversity.

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. Our environmental policy revolves around two key priorities: our internal operations, and our business activities.

Our consideration of the environment in operations activities has also translated into ISO 14001 or «low carbon» certification; several airports operated by Egis are Airport Carbon Accreditation (ACA) accredited.

At the end of 2020, nearly 44% of our activity was ISO 14001 certified.

To strengthen our environmental commitment to the issue of combating climate change, Egis defined its Climate Plan in 2018, entitled «Trajectoire 1.5°C» or «1.5°C Pathways».

In 2020, the climate plan was enhanced by several measures to help restore biodiversity, with these two issues to be addressed jointly.

Egis contributes to global carbon neutrality and the restoration of biodiversity through three major initiatives:

- › By **controlling the carbon footprint linked to our internal operations**, with concrete actions and emission reduction targets for 2020, 2025 and 2030 in line with the Paris Agreement and the French Low Carbon Strategy³.
- › By helping to **reduce the GHG emissions of our clients' projects**, to limit their impact on pollution, soil artificialisation and biodiversity and to increase their resilience in the face of climate risk. This is where we can have the greatest impact; the sectors in which we operate (Buildings and Transport) represent more than half of global CO2 emissions.
- › By helping to increase global carbon sinks by developing a **carbon sequestration and biodiversity restoration solution**.

This action plan, communicated to all staff, has been presented across the Group's main sites in France and abroad since the end of 2019. In 2020, these presentations were slowed down given the pandemic.

DIRECT IMPACTS

Reduction of carbon emissions linked to our internal operations

Since 2012, we have been monitoring the evolution of our main internal carbon emissions, caused by business travel, energy consumption in buildings where our employees work, and waste production. The results are consolidated across the scope of all subsidiaries with their headquarters in France (4065 employees in 2020). **Egis's carbon footprint is improving year on year; it has fallen by 25% since 2016**, a result of our ongoing efforts to control the Group's ecological footprint.

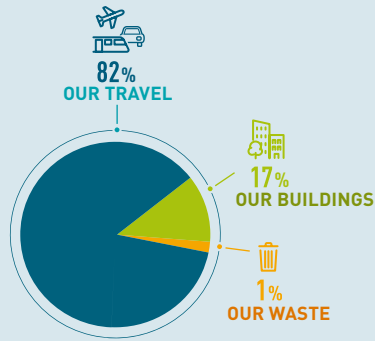
In this consolidated scope, **Egis emitted 6840 TeqCO₂ in 2020**, which is an average of **1.7 TeqCO₂ per employee per year (vs. 2.9 TeqCO₂/employee/year in 2019)**. Our goal for 2020 was to continue our efforts, and to remain, for subsidiaries with headquarters in France, below 2.9 TeqCO₂/employee/year while continuing to develop our international activities. 2020 turned out to be an exceptionally low year in terms of carbon emissions as a result of the COVID pandemic, which has led to a drastic reduction in travel all over the world (which historically represents 80% of our GHG emissions). The results for the year in terms of GHG emissions are therefore extremely low and are an exception that cannot be attributed to our actions in this field. We nevertheless continued our action plan to reduce emissions, while maintaining the same objectives.

³ Our action plan focuses primarily on the most important sources of emissions, namely :
 › business travel, where we are targeting 30% fewer GHG emissions for 2025 (compared to our 2016 reference year);
 › 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.

Carbon Footprint moyenne
(EMPLOYEE PER YEAR)



Carbon footprint CO₂ / 2020



* Year exceptionally low in terms of carbon emissions due to the COVID-19 crisis and its associated movement restrictions



Main actions carried out in 2020 to reduce our internal carbon footprint:

- › **Development of the Group's new Car Policy** (the scope of which includes subsidiaries with headquarters in France), which gives priority to «clean» vehicles. Combustion-engine SUVs and petrol vehicles have been excluded from the Car Policy due to their high level of CO₂ emissions per km travelled. Diesel models are maintained, but only for «high mileage» drivers. The Group's vehicle fleet will therefore be gradually renewed and replaced with cleaner models, allowing us to reach a target of 63g/CO₂/km on average for the fleet in 2025 - (WLTP standard). At the end of 2020 the average was 123g/km (meaning a target of 48% reduction in emissions on this item). This Car Policy is associated with a plan to install electric charging stations on our sites.
- › **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), including a global traveller experience based on comfort. The aim is to encourage employees to travel more by train and to support them in this change.

- › **Launch of the Green-IT initiative:** which has helped to highlight a certain number of observations. The user environment represents more than 50% of impacts (except Energy at 32%), due to user equipment, the size of screens and the lifespan of the overall equipment; the power consumption of network equipment is particularly high. Two key areas for major improvement have been identified: workstations and telephony (lifespan & eco-certificates). To this end, in late December 2020, the decision was made to extend the lifespan of mobile phones to three years.

INDIRECT IMPACTS

Reduction in our customers' carbon emissions, generated by the projects on which we work

As an engineer and operator, we have a major role to play; we work in sectors (buildings and transport) that generate high emissions (more than 50% of global emissions), and on long-term projects that will impact several generations; this means we have a huge social responsibility. Thanks to its technical expertise, its influential and advisory role among public and private decision-makers, and its capacity for innovation, Egis has a decisive influence on the projects entrusted to it.

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/compensation.

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. The reality is that while ecodesign methods and carbon emission calculation tools have already been developed, widespread deployment is not yet in place; existing tools for calculating carbon emissions still need to be adapted to match our business expertise and variable geographic context. And indicators for monitoring the contribution of engineering to the climate effort are yet to be established.

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.

Contribution to increasing global carbon sinks

Our expertise has enabled us to develop solutions in the field of carbon sequestration, by harnessing the power of nature (via storage in the soil or ecological renaturation) or by using wood in construction design - including for high-rise buildings.

Main actions carried out in 2020 to help reduce our customers' carbon emissions and develop a carbon sequestration and biodiversity restoration approach.

- › **Work on the acculturation and mobilisation** of management and employees on climate issues in projects. In 2020, we worked on making our presentation materials completely digital so we could continue to raise awareness in the event that the COVID crisis persisted for a prolonged period.
- › **Strengthening of our business expertise** by equipping ourselves with carbon tools for activities that do not have them, and by anchoring the culture of eco-design in our production processes. A kit for getting to grips with ecodesign has been created. And new components of the carbon sequestration and

biodiversity restoration solution have been developed (SMART CARBON SOILS, LANDB00ST, the Eva-carbon© and Eva-biodiversity© tools, etc.).

- › **Increased visibility of our climate solution**, initiated in 2019 with the promotion of products and services stamped «1.5° Pathways». In June 2020, Egis published "21 proposals for a low-carbon economic recovery" in order to do its bit in the collective effort to reinvent the world around us. Detailed descriptions of solutions to combat climate change have also been published and widely relayed on our websites and social

media, as part of a communication campaign entitled «REBONDIR» (Bouncing Back), from the very start of the lockdown, to promote our transformation solutions and our vision of a better, resilient and carbon-free world.

21
PROPOSAL
FOR A
LOW CARBONE
ECONOMIC
RECOVERY





Egis has an active policy of **R&D** and innovation aimed at accelerating the ecological and energy transition. Climate and Biodiversity are a key focus of our ideas and discussions, for current and future growth: 32% of our innovation efforts and Research actions are targeted on these themes, representing around €11 million in 2020.

Our Ideathon⁴, which took place in February 2020, was focused on the search for innovative low-carbon solutions to support Egis's strategic objectives. We are active in several collaborative research working groups on the issues of climate, energy, and biodiversity (e.g. CEEBIOS [European Centre of Excellence in Biomimetics],

I4CE [Institute for Climate Economics], PIARC [World Road Association], CSTB [Scientific and Technical Centre for Building] and more).

Walking the walk / examples of 2020 achievements

Despite the global pandemic, Egis has continued to work actively, throughout the world, to combat climate change through its projects and support for its customers, in all of the Group's businesses, and on all fronts: the reduction and sequestration of carbon emissions and the adaptation of territories.

| Policies and reasonable due diligence | Actions | Performance indicators ⁵ | Results 2020 |
|---|--|-------------------------------------|------------------|
| CLIMATE CHANGE TAKEN INTO ACCOUNT IN OUR DESIGN AND OPERATING ACTIVITIES | | | |
| 1.5° Pathways action plan | Improving acculturation and mobilisation among management and employees on climate issues | Rate of achievement | 75% ⁶ |
| | Strengthening of business lines expertise: Priority projects: ecodesign, carbon sequestration solution, carbon assessment tools in projects ⁷ | Rate of achievement | 100% |
| | Increasing the visibility of our climate solution | Qualitative No KPI to monitor | |
| Research and development: implementing an active policy in projects related to ecological and energy transition | Share of R&D investment linked to climate and biodiversity out of total R&D investments | | 32% |
| | Millions of euros invested | | 11% |

NEW

⁴ The Ideathon is our in-house competition dedicated to innovation.

⁵ For information, the indicators in black relate to the Group scope and those in blue relate to subsidiaries with their headquarters in France, or Brazil when specified. This applies to all tables in the Non-Financial Performance Statement.

⁶ Three out of the four types of action identified for 2020 have been carried out.

⁷ These are long-term substantive actions, with annual milestones.

SELECTION OF 2020 ACHIEVEMENTS IN PICTURES: A LOOK BACK AT OUR CONTRIBUTION TO CARBON NEUTRALITY

Contract for studies on the factors influencing the efficiency of horizontal flights in Poland, in cooperation with Open Airlines

Simply put, horizontal flight efficiency is when a plane follows the shortest possible path between its endpoints, often following a «great circle» route, which contributes to **reducing flight time, fuel burn and emissions produced by such a flight.**



AVIATION

Egis won the «Construction and Development» prize at the 2020 French National Engineering Awards for the rehabilitation of the largest lycée in Brittany - Lycée de Bréquigny - on an occupied site.

This innovative operation demonstrated that renovating a secondary school has a less significant impact on the climate than building a new very low carbon secondary school with the same energy performance.

Support for the social landlord 3F with its carbon neutral approach, aiming to achieve a 2050 Transition Plan.



BUILDINGS



ENVIRONMENT



Innovation around soil carbon sequestration:

The undeveloped soil of organisations and companies represents a major opportunity for social and climatic innovation. In view of this vital importance and the land assets to be exploited sustainably, Egis has developed the SMART CARBON SOILS solution, aligned with the 1.5°C target in the Paris Climate Agreements and the reference framework of the «Net Zero Initiative». --> quote the POC on Abidjan airport in progress.

The Conservatoire des Espaces Naturels de Savoie and Egis received the Special «Wetlands» Prize at the 2020 Ecological Engineering Awards for their water and agro-environmental restoration project in the Marais de Chautagne. (73), Savoie's largest wetland spanning nearly 60 ha, in the town of Chindrieux.



ENVIRONMENT



MOBILITY

Egis is responsible for the **design of electric vehicle charging facilities in Paris on behalf of Total**. The project consists of replacing all the 443 existing Autolib stations by 1st December 2021, as well as supplying new stations in car parks under construction.

The **Doha metro** project was awarded the international CHIT prize (Chartered Institution of Highways & 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. It serves most of the capital's sites quickly and conveniently, with 37 stations, 3 lines and 76 km, making it a far superior option to a private car. Egis, in a consortium with Louis Berger/WSP, provided PMC services for phase 1 of the Doha metro.



RAIL

Development of the "Cities on Alert" tool in partnership with Synapse, Ceneau and Comatis - a tool **that 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. Set up as a **pilot project for the EcoCité area of Montpellier**, it was **selected by the French Ministry of Ecology (Ministère de la Transition Écologique et Solidaire)** to illustrate the theme of a region's resilience to the flooding risk.

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. Egis began its cooperation with the city of Lviv in 2009 on public transport projects, electronic ticketing, solid waste, wastewater treatment and biogas production, road rehabilitation, and more). Once implemented, the projects will reduce CO2 emissions by 360,000 tonnes per year, which is the equivalent of planting 5.9 million trees or taking 6,000 cars off the road.



CITIES

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.

SOCIETAL ASPECTS

Ethics: continuing to uphold zero tolerance

Egis is a group built on the values of ethics, transparency, quality, respect and integrity.

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.

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: a Code of Ethics (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.

In 2018, Egis set up an internal whistleblowing system (global scope). 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. General information and a getting started video are available to all Group employees.

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:

- › Give Egis the tools it needs for «day-to-day» management of its operational risks in addition to work on assessment;

- › Collect and maintain data to quantify operational risks, and to gather the necessary resources;
- › Support business line managers and operational staff in the management of incidents;
- › Characterise incidents by evaluating the financial impacts in particular;
- › Generate analyses and summary reports at any time for General Management and Caisse des Dépôts;
- › 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.

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.

- › **Face-to-face training:** 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 list included 2,411 people. In 2020, the training efforts continued with 287 people trained in person, 244 of whom based in India.
- › **E-learning:** A campaign complementing the e-learning course on business ethics and a compulsory module for newcomers; the ethics module is now available in four languages: French, English, Spanish¹¹ 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.

| Policies and reasonable due diligence | Actions | Performance indicators ⁸ | Results 2020 | Results 2019 |
|--|---|--|------------------|--------------|
| BUSINESS ETHICS | | | | |
| Ethics and Compliance charter, Code of Integrity | Implementation of the internal whistleblowing system at Group level in 2018 | Number of alerts for ethical reasons ⁹ | 27 ¹⁰ | 18 |
| Training Policy | Continuation of e-learning and face-to-face training actions | Percentage of workforce trained face-to-face | 74% | 84% |
| | | Percentage of workforce trained through e-learning | 31 % | 31 % |

⁸ For information, the indicators in black relate to the Group scope and those in blue relate to subsidiaries with their headquarters in France, or Brazil when specified. This applies to all tables in the Non-Financial Performance Statement.

⁹ Out of the 27 reports, 8 of which were deemed inadmissible.

¹⁰ Including 8 alerts that were deemed inadmissible - outside the scope or insufficient information collected.

¹¹ The e-learning module has been available in Spanish since this year.

Legal and compliance: Egis's compliance with the regulations applicable to our activities

Egis's projects and activities fall into a context of increasingly stringent requirements in terms of security and legal compliance (French duty of vigilance, anti-corruption, respect for competition law, GDPR, etc.). In order to take into account all new regulations that are applicable to it, Egis relies on the Group's Legal Department. The legal team is headed by the Legal Director, also Group General Secretary, who reports directly to the CEO.

The Legal Department contributes its expertise to many areas, including the protection of personal data in connection with the Group's Data Protection Officer, competition law and the rules applicable when it comes to sanctions and embargoes.

The Legal Department also monitors legal news, changes to regulatory provisions, and developments in case law, to keep abreast of any developments and share them with Group employees.

The processes managed by the Legal Department are fully integrated into Egis's risk management system and are the subject of a review in collaboration with the , Ethics, Compliance, Risk, and Performance Department.

Compliance with the French Sapin 2 Law

The project aimed at ensuring Egis's compliance with the provisions of the Sapin 2 law is coordinated by the Ethics and Compliance Department, which has drawn up the action plans and implemented the anti-corruption measures at Egis.

Compliance with data protection regulations

For several years now, Egis has been engaged in a policy of compliance with the General Data Protection Regulation (EU) 2016/679 of 27 April

2016, more commonly known as the GDPR. In 2020, the Group extended this programme to include various regulations on the protection of personal data around the world.

In 2018, the Group appointed a Data Protection Officer who oversees the compliance programme for all of its subsidiaries, including internationally, and has mobilised its teams accordingly.

Egis, as data controller or processor, ensures compliance with the principles set out by the regulations in force for all activities and processing involving personal data.



Deployment of the Vigilance Plan

French Law No. 2017-399 of 27 March 2017 requires the implementation of a Vigilance Plan, which sets out reasonable measures designed to identify risks and prevent serious violations of human rights and fundamental freedoms, human health and safety and environmental standards, resulting from the Group's activities or those of the companies it directly or indirectly controls, as well as the activities of subcontractors or suppliers with whom an established business relationship is in place, when these activities relate to said relationship. Egis has therefore established risk mapping and

regular assessment procedures for its suppliers, service providers and subcontractors.

Egis's Vigilance Plan is subject to periodic monitoring and evaluation by the Operational Risks Committee (ORC), a body chaired by the Group Chief Executive Officer and which is responsible for approving the Group's risk mapping and the monitoring of associated action plans. The Group's risk mapping is also validated by the Audit Committee, emanating from the Egis Board of Directors.

In order to continue and ensure compliance with the regulatory requirements affecting the Group, an

action plan was implemented in 2019 to anticipate any lack of conformity with regard to new regulations. The action plan includes, among other things, the dissemination of a monthly monitoring to the departments concerned, dedicated to compliance and data protection and covering a worldwide scope. The rate of achievement for this monitoring in 2020, estimated at 90%, is therefore very satisfactory. The actions will extend into 2021 and will be supplemented during the year.

| Policies and reasonable due diligence | Actions | Performance indicators ¹² | Results 2020 |
|--|-------------------------------|--|--|
| LACK OF COMPLIANCE WITH NEW REGULATIONS | | | |
| Legal and compliance process | Monitoring of new regulations | TRate of achievement for compliance monitoring ¹³ | 9 compliance monitoring procedures - 82% |
| | | Rate of achievement for data protection monitoring ¹⁴ | 17 GDPR monitoring procedures - 100% |
| | | Rate of coverage for data protection monitoring ¹⁵ | 9 out of 11 BUs covered, i.e. 82% |

¹² For information, the indicators in black relate to the Group scope and those in blue relate to subsidiaries with their headquarters in France, or Brazil when specified. This applies to all tables in the Non-Financial Performance Statement.

¹³ 100% = Compliance monitoring - 11 times per year

¹⁴ 100% = Data protection monitoring - 11 times per year

¹⁵ 100% = Coverage of all of the Group's BUs

Information systems (IS)

With the rise of digital tech. and hyper communication, Egis has adopted a framework that aims to protect the data of the Group, that of our customers and personal data from any and all threats (internal, external, deliberate, accidental).

For 2020, following the widespread deployment of telework as a result of the Covid-19 pandemic, the system for protecting Egis's data as well as that of our customers has proven to be robust. Despite the significant rise in cyber-attacks observed both globally and within our own IS, we achieved our goal: Egis has not seen any disclosure of confidential or sensitive information, or a partial or complete shutdown of our IS.

This result was achieved thanks to our comprehensive approach, which sets out common principles of IS security governance and information protection rules. The requirements and best practices of the ISO 27001 standard are set out in the Information Systems Rules, the Information Systems Security Policy, the charter for the use of IT resources and the IT administrator charter.

These rules and procedures provide a long-term framework for security behaviours. Their deployment relies on the commitment of top management and the managerial chain, as well as on the users who apply the protection rules, on regular awareness-raising campaigns to maintain knowledge at the highest level, and on permanent monitoring of compliance with the principles of data protection.

The aim of this protection approach is to give our users and Customers a digital environment of trust and to control the cyber risks that could have an impact on our business.

All our actions are part of our cyber roadmap, in which we have identified the measures that need to be taken to continue to improve our level of protection and prepare for any changes in line with the Group's objectives for growth.

For the 2020 period, like last year, we have achieved our target and have not found any information marked confidential/sensitive disclosed on the internet, for the entire Egis Group.

| Policies and reasonable due diligence | Actions | Performance indicators | Results 2020 | Results 2019 |
|--|----------------------------------|--|--------------|--------------|
| DISCLOSURE OF INFORMATION (BUSINESS OR PERSONAL): HARM TO REPUTATION AND LOSS OF CREDIBILITY WITH CUSTOMERS | | | | |
| Information Systems: IS policy | Implementation of an action plan | Disclosure of confidential and/or sensitive information originating from the Egis IS | 0 | 0 |



SOCIAL ASPECTS

Human Resources

The **Egis Human Resources Management Code** defines the main principles of the Human Resources policy, which applies to all entities in the Egis Group worldwide. Its application in our various countries of operation respects local regulations and constraints. This code includes the main non-financial risks that we have identified, which are also covered by more specific policies such as health and safety at work, quality of life, skills development and training. The 15,500 people working at Egis are our greatest asset, so the human component is a key issue for the Group. The main initiatives that apply the HR policy to tackle the main challenges and risks are as follows:

Ensuring the health and safety of employees

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 **ISO 45001 (formerly OHSAS 18001)**. In 2020, **nearly 70% of our business activities were certified**. 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. 2020 was marked by the COVID 19 crisis, the specific and exceptional provisions for which are detailed in the chapter on risks.

| Policies and reasonable due diligence | Actions | Performance indicators ¹⁶ | Results 2020 | Results 2019 |
|--|---|---|--------------|--------------|
| WORKING CONDITIONS RELATED TO THE SAFETY AND SECURITY OF EMPLOYEES | | | | |
| The Human Resources Management Code | Monthly update of the country ranking by risk level ¹⁷ | Rate of updates to the security monitoring in the year | 100% | 100% |
| Employee health & safety policy ¹⁸ , Safety Attitude, OHSAS 18001 | Ensuring the health and safety of employees everywhere by deploying our health and safety management system | Share of activity certified ISO 45001 | 69.7% | 60.5 % |
| | | Frequency rate all accidents with lost work days recognised by the CPAM | 2.59% | 3.6% |

¹⁶ For information, the indicators in black relate to the Group scope and those in blue relate to subsidiaries with their headquarters in France, or Brazil when specified. This applies to all tables in the Non-Financial Performance Statement.

¹⁷ This is country-by-country monitoring, where all the risks that could jeopardise employees travelling are identified. Rate of updates to security monitoring by country (target of 11 updates in the year = 100%); this year, exceptionally, monitoring was interrupted for three months - March/April/May - a period during which employees were not allowed to travel for work. We still consider that 100% was achieved.

¹⁸ Safety of employees in the physical sense

Skills development and training

Our aim to double in size, further accelerating our international footprint, supports our ambition to be an employer of choice, helping our employees to develop and flourish in a fulfilling and dynamic work environment, and offering a range of career opportunities across our many professions, fields of activity and target countries of development.

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.

Our priority development actions contribute to:

- › Accelerating our digital transformation;
- › Ensuring that the climate challenge is taken into account in all of our activities and projects;
- › Upholding ethics and compliance;
- › Maintaining technical excellence in our businesses and areas of activity;
- › Strengthening our capacity to manage increasingly complex projects;
- › Ensuring respect for our managerial commitments to support the teams through the transformations to come.

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 voluntarily transformed our key training programmes by switching to a virtual classroom, for illustration:

- › Launch of the first year group of the Technical Excellence course aimed at our future experts, in conjunction with the Technology, Innovation and Sustainable Development Department and in partnership with Centrale/Supélec: work around innovation, problem-solving methods and the transmission of knowledge
- › Continuation of the certification course for 10 BIM Managers in partnership with the University of Troyes
- › Completion of the seventh year in the Customer Excellence course.
- › Special qualification in «ESCP EUROPE Manager in the Commercial Function».
- › Launch of a new «Strategic Sales and Influence» training course in September, aimed at strengthening our impact/presence on upstream sales.
- › Launch of two new digital courses, on the incorporation of the environment into projects and travel safety
- › Design of an e-learning course on Cybersecurity to be released in early 2021...

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 has become 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.

Quality of life at work (QLW) and the longevity of our teams:



The development and retention of all our employees in a context of an ongoing “battle for talents” is a driving force for our work.

In 2020, several major actions were implemented to attract and retain our employees:

- › A more dynamic and robust Talent policy: diversity, practical development and continuous feedback, action plans for identifying and developing potential, management through targets, etc.
- › Renewal of our agreement on strategic workforce planning to help us manage career paths through individual support measures, and at important career milestones.
- › A more innovative and dynamic recruitment and internal mobility policy:

Zoom sur la mobilité interne :

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.

Our goal: company performance and growth, and successful and sustainable teams.

| Policies and reasonable due diligence | Actions | Performance indicators ¹⁹ | Results 2020 | Results 2019 |
|---|--------------------------------|--|------------------------------|----------------------------------|
| ATTRACTIVENESS AND CRITICALITY OF RECRUITMENTS | | | | |
| Strategic workforce planning (GPEC) | Anticipating changes in skills | Rate of employees who received at least one training in the year | France : 49% Brazil : 31% | France : 57.8% Brazil : 35.3% |
| Quality of life in the workplace | Managerial Commitments | Staff turnover rate | 10.6% | 12.5% |

¹⁹ For information, the indicators in black relate to the Group scope and those in blue relate to subsidiaries with their headquarters in France, or Brazil when specified. This applies to all tables in the Non-Financial Performance Statement.

Policies and actions to combat discrimination and promote diversity, and collective agreements signed

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.

Focus on the agreements signed in 2020:

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 in the following areas:

- › Professional support for people with disabilities: job retention, career development
- › Active recruitment process
- › Continuation of awareness-raising and training efforts to change attitudes at all levels
- › Renewed cooperation with the adapted and protected sector
- › Implementation of an extended network of disability advisers

Agreement promoting diversity and gender equality in the workplace.

- › Our agreement is part of our active policy to promote diversity in the Group, a valuable asset and important opportunity, with strong commitments focused on five themes: recruitment, remuneration, career development and promotion, training and work-life balance

Agreement on strategic workforce planning. This agreement aims to respond to:

- › the profound and intensifying societal, economic and technological changes, both structural and cyclical, facing the Group.
- › the challenge of transforming and supporting the development of our skills to accelerate our digital transition and incorporate the climate emergency into our solutions and services by relying on our global skills and expertise.

Reflecting the renewed commitment of management and social partners in this matter, the new strategic workforce planning agreement aims to:

- › make strategic workforce planning easier to understand for all employees
- › anticipate and share the consequences of our strategic options and changes in our markets on jobs and skills,
- › offer up-to-date and individualised initiatives allowing the continuous development and adaptation of employees' skills and taking into account various and changing business contexts,
- › support professional and geographic mobility, a source of career opportunities to motivate teams
- › experiment with new initiatives,
- › organise the transfer of skills to maintain a high level of expertise
- › and responsibly involve all stakeholders by providing them with a range of initiatives and ideas.



VERIFICATION BY A THIRD PARTY ORGANISATION



As required by the regulations, the NFPS must be verified by an independent third party organisation (ITO). The company Mazars was tasked with providing this service, which resulted in an audit followed by the production of a reasoned opinion including:

- › the Statement's compliance with provisions I and II of Article R. 225-105 of the French Commercial Code,
- › the accuracy of the information provided pursuant to 3° of I and II of Article R.225-105;
- › the due diligence carried out to complete this verification

This reasoned opinion is reproduced in full in the pages below.

mazars

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EGIS SA

**Independent third party report
on the non-financial performance statement
contained in the management report**

Financial year ended, 31 December 2020

Report by the independent third party on the consolidated non-financial statement

For the year ended 31, December 2020

This is a free translation into English of the independent third party's report issued in French and is provided solely for the convenience of English-speaking readers. This report should be read in conjunction with, and construed in accordance with, French law and professional standards applicable in France.

To the shareholders,

In our capacity as independent third party, accredited by COFRAC number 3-1058 (scope available at www.cofrac.fr), and member of the Mazars network of one of the company's Statutory Auditors, we hereby report to you on the non-financial statement¹ for the year ended 31, December 2020 (hereinafter the "Statement"), included in the group management report pursuant to the requirements of articles L. 225 102-1, R. 225-105 and R. 225-105-1 of the French Commercial Code (*Code de commerce*).

The entity's responsibility

The Board of Directors is responsible for preparing the Statement, including a presentation of the business model, a description of the principal non-financial risks, a presentation of the policies implemented considering those risks and the outcomes of said policies, including key performance indicators.

The Statement has been prepared in accordance with the entity's procedures (hereinafter the "Guidelines"), the main elements of which are presented in the Statement and are available on request at the company's headquarters.

Independence and quality control

Our independence is defined by the requirements of article L. 822-11-3 of the French Commercial Code and the French Code of Ethics (*Code de déontologie*) of our profession. In addition, we have implemented a system of quality control including documented policies and procedures regarding compliance with applicable legal and regulatory requirements, the ethical requirements and French professional guidance.

Responsibility of the independent third party

On the basis of our work, our responsibility is to provide a report expressing a limited assurance conclusion on:

- the compliance of the Statement with the requirements of article R. 225-105 of the French Commercial Code;

- the fairness of the information provided in accordance with article R. 225 105 I, 3° and II of the French Commercial Code, i.e., the outcomes, including key performance indicators, and the measures implemented considering the principal risks (hereinafter the “Information”).

However, it is not our responsibility to comment on the entity’s compliance with other applicable legal and regulatory requirements, in particular the French duty of care law and anti-corruption and tax avoidance legislation nor on the compliance of products and services with the applicable regulations.

Nature and scope of our work

The work described below was performed in accordance with the provisions of articles A. 225-1 et seq. of the French Commercial Code, as well as with the professional guidance of the French Institute of Statutory Auditors (“CNCC”) applicable to such engagements:

- we obtained an understanding of all the consolidated entities’ activities and the description of the principal risks associated;
- we assessed the suitability of the criteria of the Guidelines with respect to their relevance, completeness, reliability, neutrality and understandability, with due consideration of industry best practices, where appropriate;
- we verified that the Statement includes each category of social and environmental information set out in article L. 225 102 1 III;
- we verified that the Statement provides the information required under article R. 225-105 II of the French Commercial Code, where relevant with respect to the principal risks, and includes, where applicable, an explanation for the absence of the information required under article L. 225-102-1 III, paragraph 2 of the French Commercial Code;
- we verified that the Statement presents the business model and a description of principal risks associated with the all the consolidated entities’ activities, including where relevant and proportionate, the risks associated with their business relationships, their products or services, as well as their policies, measures and the outcomes thereof, including key performance indicators associated to the principal risks;
- we referred to documentary sources and conducted interviews to:
 - assess the process used to identify and confirm the principal risks as well as the consistency of the outcomes, including the key performance indicators used, with respect to the principal risks and the policies presented, and;
 - corroborate the qualitative information (measures and outcomes) that we considered to be the most important presented in appendix; for all risks, our work was carried out on the consolidating entity and on a selection of entities¹ ;

¹ Entities located in France

- We verified that the Statement covers the scope of consolidation, i.e. all the consolidated entities in accordance with article L. 233-16 of the French Commercial Code within the limitations set out in the Statement;
- we obtained an understanding of internal control and risk management procedures the entity has put in place and assessed the data collection process to ensure the completeness and fairness of the Information;
- For the key performance indicators and other quantitative outcomes that we considered to be the most important presented in appendix, we implemented:
 - analytical procedures to verify the proper consolidation of the data collected and the consistency of any changes in those data;
 - tests of details, using sampling techniques, in order to verify the proper application of the definitions and procedures and reconcile the data with the supporting documents. This work was carried out on a selection of contributing entities and covers 100% of the consolidated data relating to the key performance indicators and outcomes selected for these tests;
- We assessed the overall consistency of the Statement based on our knowledge of all the consolidated entities.

We believe that the work carried out, based on our professional judgement, is sufficient to provide a basis for our limited assurance conclusion; a higher level of assurance would have required us to carry out more extensive procedures.

Means and resources

Our work was carried out by a team of 4 people between December 2020 and March 2021 and took a total of 3 weeks.

We conducted ten interviews with the people responsible for preparing the Statement, representing in particular the Technical, Innovation and CSR, Ethics, Compliance, Risk and Performance, Human Resources, Legal and IT departments.

Conclusion

Based on the procedures performed, nothing has come to our attention that causes us to believe that the consolidated non-financial statement is not presented in accordance with the applicable regulatory requirements and that the Information, taken as a whole, is not presented fairly in accordance with the Guidelines, in all material respects.

Comments

Without modifying our conclusion and in accordance with article A. 225-3 of the French Commercial Code, we have the following comments:

- Human Resources policy defined by the “Human Resources Code” establishes the main HR guiding principles at Group level. This Code grants to subsidiaries a wide autonomy regarding application and deployment of these principles according to local legal and social context to each country. Indeed engagements, resources, organization as well as main actions implemented to manage “Resources adequation to job and skills needs” and “Work-life quality” risks can significantly differ from one subsidiary to another.
- Given the recent deployment of Group reporting tool, some key performance indicators² related to “Employees safety”, “Work-life quality” and “Resources adequation to job and skills needs” risks are available on a limited scope, representing around 60 % of Group turnover.

² Frequency rate of all types of work accident (subsidiaries located in France); Proportion of employees who benefit from at least one training over the year (subsidiaries located in France and Brazil); Employees turnover rate (subsidiaries located in France).

Appendix: Information considered as most important

Qualitative information

- Policy and action plan related to climate
- Legal and compliance processes

Quantitative indicators including key performance indicators

- Proportion of activity certified ISO 14001
- Achievement rate of priority action plan (ecoconception, carbon sequestration, carbon assessment tools)
- Proportion of R&D invests dedicated to climate and biodiversity (over total R&D invests)
- Amount of R&D invests dedicated to climate and biodiversity (in millions of euros)
- Number of ethics alerts
- Proportion of employees trained in-class to business ethics in 2020
- Proportion of employees trained in-class to business ethics since training program creation
- Proportion of employees trained in e-learning to business ethics
- Completion rate of “compliance” watch
- Completion rate of “personal data protection” watch
- Coverage rate of “personal data protection” watch
- Number of confidential/sensitive disclosure with an origin from Egis IS
- Update rate of safety watch in 2020
- Proportion of activity certified ISO 45001
- Frequency rate of work accident (scope France only)
- Proportion of employees who benefit from at least one training over the year (France/Brazil)
- Employees turnover rate (France)

IMAGINER. CREATE. ACHIEVE.

a sustainable future

A major international group in the construction engineering and mobility services sectors, Egis creates and operates intelligent infrastructure and buildings capable of responding to the climate emergency and addressing the major challenges of our time by helping to achieve more balanced, sustainable and resilient territorial development.

A 75%-owned subsidiary of Caisse des Dépôts, with the remaining 25% held by partner executives and employees, Egis places its multiple fields of expertise at the disposal of the community and makes cutting-edge innovation accessible to all projects throughout their lifecycle: consulting, engineering, operation.

Through its wide-ranging fields of activity, Egis is a central player in the collective organisation of society and the living environment of its inhabitants all over the world.

€1.07 Billion in revenue managed in 2020

16,000 employees



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