

Extra-financial Reporting - 2013 indicators

OUR GOALS	OUR INDICATORS	SCOPE	REF.	2012	2013	ACHIEVEMENTS 2013	OBJECTIVES 2014
Being a committed player in sustainable engineering							
Commitments	Qualitative	Group	Internal	Qualitative	Qualitative	<ul style="list-style-type: none"> New commitments: the signing of responsible purchasing charters provided by our key accounts customers (FDR, AREA, etc.). Monitoring of previous commitments: publication of the first CSR report, which also provides information on our progress as part of the Global Compact. Review of our 2011-2013 CSR roadmap. Gradual integration of CSR criteria into the Group's performance management system. 	<ul style="list-style-type: none"> Creation of a new CSR roadmap for 2014-2017. Formalisation of our Corporate health and safety commitments.
Innovation	Influence of R&D investments eligible for research tax credit (CIR)	Group	Internal	€14 m	€13.2 m	<ul style="list-style-type: none"> Launch of a new, more market-oriented R&D innovation process. Engineering Grand Prix for the Jacques Chaban-DeLMas urban drawbridge. Two Caisse des Dépôts "innovation and sustainable development" trophies: bioengineering (vetiver used to stabilise soil erosion) and the eco-rehabilitation of residential areas and special planning zones (ZAC). Monitoring of European work on defining the framework for R&D in the field of transport infrastructure. Finalisation of the RESULIS (urban resilience) research project, contributions to Ignis Mutat Res (thinking about cities, architecture and landscapes from an energy standpoint). Active participation in CDC Lab., the proposed concept of a "mobility crossroads" to promote soft and inter-modal transport in medium-sized transportation hubs. 	<ul style="list-style-type: none"> Development of solutions to speed up environmental and energy transition, particularly in the following fields: <ul style="list-style-type: none"> marine and fluvial bioengineering; pooling of resources; reducing the need for fossil fuels.

Strengthening relationships with stakeholders in areas where Egis operates.

External partnerships	Qualitative	Group	Internal	Qualitative	Qualitative	<ul style="list-style-type: none"> Continued support for the forum for CSR pioneers in Africa (Ghana). Contribution to the study led by TDE (Transport - Development - Intermodality - Environment) for the environmental assessment of transport infrastructure projects. Contribution to the "campus of the future" study in collaboration with 'Seeds of Change' and the CDC. Involvement in many business hubs and clusters, such as Advanticy, Lyon Urban Trucks and Bus, Rallienium and Aerospace Valley. This last cluster selected our proposal to demonstrate dynamic ways of sharing of urban spaces and soft modes of transport in Bordeaux. Numerous technical partnerships organised by our business lines. In 2013, a new partnership with Ineris involving micropollutants. 	Continuation of targeted partnerships, especially in the fields of energy and climate change.
Dialogue with stakeholders	Qualitative	Group	Internal	Qualitative	Qualitative	<ul style="list-style-type: none"> The continuation of our sustainable development steering committee, which is still going strong after 4 years of existence. Active participation in establishing the Vivapolis brand (sustainable cities, the French way). The joint development of three contributions to the national debate on energy transition via: <ul style="list-style-type: none"> The Egis SD steering committee; Our professional union Syntec Ingénierie; The CDDO (an association of sustainable development managers). Contribution to drafting the Guide to implementing a CSR strategy in engineering companies via the CSR club at Syntec Ingénierie. Membership of the France Sustainable Development Club. Participation in the Comité 21 planning committee: discussions on how CSR policies can contribute to the competitiveness of regions. Membership of the Think Global collective (smart services). 	Contribution to the preparation of the international UN climate change conference (COP 21).
Solidarity and corporate patronage	Qualitative	Group	Internal	Qualitative	Qualitative	<p>Some symbolic examples of our support:</p> <p>For art:</p> <ul style="list-style-type: none"> Fondation Yshu 8, Maison des Arts in Beijing; Biennale de Lyon; Arliutti foundation to promote contemporary art in public spaces. <p>For innovation and CSR (actions carried out by our corporate foundation):</p> <ul style="list-style-type: none"> the 31st international workshop for urban project management in Cergy Pontoise; Support for the Master's degree in emergency buildings and infrastructure reconstruction at the ESTP; 3 scholarships for the first CSR training course at the ESSEC business school in Cameroon; Encouraging students to innovate through a competition of ideas: the Bouquet d'Initiatives pour la Sobriété Energétique (BISE competition). 	<ul style="list-style-type: none"> Solidarity: Support for the "Our neighbourhoods have talent" organisation. Introduction of a Group-wide corporate patronage policy.

Placing our employees at the heart of corporate governance to participate more strongly in its long-term performance.

Opening up of capital to employees	Composition of the 25% share held by employees	France	Executive pension funds open to all employees	Internal	Partners: 77% (440 people) Mutual fund (FCPE); 13% (approx. 2500 people) CDC and treasury stock; 14%	Partners: 77% (440 people) Mutual fund (FCPE); 22% (approx. 3700 people) Treasury stock; 1%	<ul style="list-style-type: none"> Very good results following the re-opening of the FCPE: nearly 90% of employees have invested in the fund. Discussions coordinated by the Partner Circles. 	System to be maintained.
Business ethics	Total number of people trained in the prevention of corruption, criminal risk and business practices	Group	S03	Internal	95 managers trained in late 2012	224 managers trained in late 2013	<ul style="list-style-type: none"> The Ethics strategy is being rolled out in line with a multi-year plan: <ul style="list-style-type: none"> Expansion of the network of Ethics correspondents (15 subsidiaries represented, which is 3 subsidiaries more for 2013); Introduction and implementation (4 meetings in 2013) of an ethics committee, Egis's highest decision-making body in terms of business ethics; Group-wide launch of Ethics training; Strengthening of existing procedures, means of control and implementation: a system of internal audits, monitoring indicators, analysis of ethical risks, a centralised KYC (Know your Customer) database. 	<ul style="list-style-type: none"> Development of a code of integrity and related procedures (gifts, monitoring of stakeholders). Continuation of training (objective: 75% by the end of 2014). Continuation of the auditing system and ethical risk analysis by subsidiaries. Increased internal visibility on the strategy.

Meeting our customers' expectations in the best way possible.

Monitoring customer satisfaction	Proportion of Egis's business that has ISO 9001 certification	Group	Internal	84%	82%*	<ul style="list-style-type: none"> Creation of a group business development division Deployment of a Key Accounts policy <p>* Note the changes to this indicator between 2012 and 2013: accounting for road traffic operations is more accurate by company rather than business line.</p>	<ul style="list-style-type: none"> Harmonisation of business processes at corporate level (Business Core Model). Introduction of a customer relations monitoring tool (CRM).
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Contributing to the development of local employment.							
Local jobs	Local employment rate	All Egis companies local Alls Egis companies abroad	EC7	99% of 2520 people	99% of 2763 people	<ul style="list-style-type: none"> Opening of several new engineering offices: in Mongolia, Ukraine, Qatar, and more. Launch or development of road operations in Macedonia, Armenia, India and Zambia. 	<ul style="list-style-type: none"> Continuation of Egis's regional development plans through a policy of local employment.
	Proportion of ex-ecs originating from the region in which they operate			70%	70%		
Working with communities.							
Actions taken in favour of local people and residents	Qualitative	Group	Internal	Qualitative	Qualitative	<ul style="list-style-type: none"> Inauguration of a school and teacher's housing in Durmassi, Equatorial Guinea - funded by Egis - the school will be able to accommodate around 80 students. Note: Egis has developed consulting activities specifically dedicated to rural development, thus reinforcing institutional capacity and improving social conditions. In 2013, for example, we contributed to the development of employment clauses in several forestry operations in the Democratic Republic of the Congo, benefiting nearly one million inhabitants. 	<ul style="list-style-type: none"> Continuation of local actions, e.g. for children: <ul style="list-style-type: none"> Activities for an orphanage in Cameroon; Contribution to the Maintendue association in India to help disadvantaged women and children.



OUR CHALLENGES

ECONOMIC AND GOVERNANCE CHALLENGES

ENVIRONMENTAL

SOCIETAL

SOCIAL

Extra-financial reporting 2013 indicators

Egis has embarked on a proactive approach to extra-financial reporting. We adapt and fine-tune it every year, as our business activities and our operations develop.

The tables in this document bring together the main consolidated points. They are organised into challenges (4), broken down in goals (14), illustrated by indicators (over 30) and achievements.

It is a way of ensuring we keep to our commitments, by encouraging questions and suggestions from our stakeholders. For more details, see the 2013 CSR Report at www.egis-group.com

www.egis-group.com

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G R O U P C a i s s e d e s D e p o t s

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OUR GOALS	OUR INDICATORS	SCOPE	REF.	2012	2013	ACHIEVEMENTS 2013	OBJECTIVES 2014
Providing a positive environment and attractive working conditions for our employees							
Jobs	Total number of permanent staff	France excl. operators	LA 1	4 559 pers.	4303 pers.	International mobility has continued to develop: more than 200 expatriate employees for stays of over 6 months, and 700 employees on short-term assignments abroad.	Reinforced actions for mobility and redeployment in an increasingly restricted employment context.
	Seniority (years)	France Permanent staff	Internal	9.20	9.76	Organisation of an intercultural event to familiarise employees with practices and customs in the Middle East.	
	Average age (years)			40 ans	41 ans	Actions to encourage internal mobility and to facilitate gateways between business activities and/or subsidiaries.	
	Staff turnover (incl. resignations)		LA 2	350 people, or 8.02% (resignations 4.2%)	335 people or 7.4% (resignations 3.3%)	New "employment packs" signed by all trade unions. Signing of an agreement on teleworking.	
Work organisation	% of part time employees	France	LA 1	8.30%	8.97%		
	Average part-time			76.5%	77.32%		
Internal mobility	Number of inter-subidiary transfers	Group	Internal	75 transfers	219 (134 transfers 85 individual transfers)		

Developing the skills of our employees.

Training	Percentage of employees trained	France	Internal	65% out of a workforce of 2946	58% (one subsidiary's training postponed)	Signing of an agreement on Strategic Workforce Planning. Second run of the "Customer Excellence" and "Project Management" courses at our corporate university, Egis Campus.	Fewer training courses that are longer and more targeted, with the focus on career development. Egis Campus: launch of a "Managerial Excellence" course.
	Average duration of a training course	France	LA 10	Approx. 13 heures	Approx. 13 heures		
Careers	Number of career interviews	France	LA 12	Approx. 400	Approx. 200		

Ensuring the safety and health of our employees, everywhere

Health and Safety of employees	Qualitative	Group	Internal	Qualitative	Qualitative
Accidents involving work stoppage		France	LA 7	-	43
% of employees covered by a collective agreement		France	LA 4	100%	100%
% of employees covered by a HSC		France	LA 6	84.5%	94%
Safety Management System	Number of Egis companies listed as OHSAS or MASE certified	Group	Internal	20%	25%

Developing social dialogue.

Agreements	Number of collective agreements signed for group	Companies linked to the Syntec-Ingénierie convention and with a stake of over 50%	Internal	8	14	Three main agreements: Generational contract Telecommuting. Strategic Workforce Planning NB: in reality, dozens of agreements have been signed because some of the agreements are then applied in group companies (e.g. - Gender Equality).	Appointment of a Group H&S coordinator.
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Respecting and promoting equality, diversity and social diversity

Disability	Employment rate of persons with disabilities	France	LA 13	1.63%	1.90%	Specific actions are being taken to encourage the use of the disability adapted work sector, for well-identified services (catering, printing, maintenance, etc.). In 2013, the amount spent on purchases from disability-friendly companies is almost €170 k.	Continuation of measures to raise awareness of disability. Monitoring of agreements. Launch of concrete actions in favour of diversity including mentoring.
Older workers	Employment of over-55s	France	LA 13	13.80%	13.63%		
Gender equality	Proportion of women in governing bodies	Group	LA 13	Egis Board: 4/9 Egis Comex: 0/9 Egis Codir: 2/31	Egis Board: 4/9 Egis Comex: 2/10 Egis Codir: 4/36	Creation of a "pop-up" and email for the launch of DisabilityWeek (November); Posting of a video series raising awareness and promoting recognition of disability on the intranet.	
	M/F ratio of gross base salary	France	LA 14	Execs: 0.80 Non-exec: 0.96	Execs: 0.80 Non-exec: 0.95	Sponsoring of the "snowboard and disability" organisation. Signing of the Generation Contract to improve the employment rate of young people and over-55s and encourage transfer of expertise and skills. Two female directors joined the Group Executive Committee in January 2013. Organisation of a think-tank on diversity, raising awareness among management executives on this topic during the annual convention.	

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Our direct annual impact: reducing the environmental impact and CO₂ emissions of our operations (built assets and travel).							
In-house environmental policy	Number of Egis companies listed as ISO 14001 certified	Group	Internal	51%	45%	Analysis of the differences between 2012 and 2013 for the indicators opposite: the accounting for road operations is more accurate (by company rather than by business line). This particularly impacts the proportion of certified business; a tool to visualise our buildings' environmental footprint (water, energy, waste, etc.) has been implemented ("tracking our footprint"). This tool has helped to benchmark the performance of our various buildings. Anomalies were identified and corrected on the basis of actual billings. An important correction was made to the 2012 data. There is still some uncertainty regarding accounting for shared spaces and services (such as the staff canteen). Differences in water consumption can be explained by disparities in billing (the time taken to retrieve the details of buildings that we do not manage). Significant actions: Merger or preparation for the merger of staff in Dijon, Clermont-Ferrand and at the headquarters in Guyancourt. The START building (head office) is labelled BBC, and certified HOE / BREEM. Office relocation has caused a high production of waste. A fair review of the environmental data in our CSR reporting conducted by Price Waterhouse Cooper. Actions to reduce the impact of travel, our main source of GHG emissions: improved monitoring (over nearly 70 million km travelled), audit of the vehicle fleet, testing communication tools for reducing the need to travel.	Deployment of an integrated communications solution (LYNC). Continued consolidation of regional sites. A new "vehicles" policy to significantly decrease the level of GHGs emitted by our vehicle fleet.
Sustainable use of resources	Electricity consumption and purchase of heating & cooling	French sites	EN 3	18 911 MWh or 0.177 MWh/m ²	19 311 MWh or 0.181 MWh/m ²		
	Consumption of mains water		EN 8	26 426 m ³ or 5.8 m ³ /pers	21 361 m ³ or 5.1 m ³ /pers		
Pollution and waste management	Paper purchases and the percentages of which are eco-friendly		EN1 EN2	142 tonnes Incl. 84% of which is green	153 tonnes dont 93% of which is green		
	Production of sorted and recycled non-hazardous waste	excl computer waste	EN 22	400 tonnes Incl. 30% material recovery 35% heat recovery or 83 kg/pers	670 tonnes Incl. 35% material recovery 62% heat recovery or 129 kg/pers		
Climatque change	Energy - direct and indirect GHG	linked to fixed sources of combustion and heat transfer fluids	EN 16	Direct: 130 t. eq CO ₂ Indirect: 1550 t. eq CO ₂ or 341 kpeq CO ₂ /pers.	Direct: 57 t. eq CO ₂ Indirect: 1560 t. eq CO ₂ or 386 kpeq CO ₂ /pers.		
	Travel - GHG emissions from our main corporate trips	Cars and travel agency review (train, plane) partial scope	Internal	11 550 teq CO ₂ Approx. 4 teq CO ₂ /pers.	11 307 teq CO ₂		

Our indirect impact through our customers' projects: facilitating the expected economic and social benefits for local areas by controlling environmental impacts.

Solutions with considerable SD benefits	Qualitative	Group	Internal	Qualitative	Qualitative	Creation of new business lines offering an integrated package with regard to key areas of sustainable development: Energy Business Line; My City by Egis Business Line, an international urban package. New developments in the societal field: Social Imprint®, managing the societal performance of an urban development project; Psychosocial approach to landscapes. At the crossroads of the economy and the environment A methodology for incorporating the services provided by ecosystems into project assessments. Publications: Managing rainwater on project sites; The energy transition handbook- buildings and cities. Visit www.egis-group.com to see the projects awarded or delivered in 2013 whose sustainable nature was given recognition, such as: The Allianz Riviera Stadium in Nice; The Jacques Chaban-Delmas urban drawbridge.	Active contribution to the implementation of the CDC's strategic roadmap on aspects including infrastructure, mobility and energy and environmental transition. Development of new and innovative services (smart parking, Wind-It, new mobility services, etc.). Introduction of a biodiversity action plan.
Quantification of Egis's leverage	Qualitative	Engineering	Internal	Qualitative	Qualitative	Concrete tools to measure and compare Founding partner of the International Sustainability Alliance (ISA). Egis has supported the development of this global benchmarking tool since its creation in 2010. Now a portfolio manager, Egis can help its customers benefit from a rating and a performance analysis using a database of 150 million square metres of commercial buildings. Egis has obtained certification from IDRRIM for Varways®, its eco-comparator for road variants. With regard to biodiversity, together with the LAMEITA and SupAgro, we have developed a 4-step method for incorporating the services provided by ecosystems into project assessments. Publication Creation of "Focus DD" and an internal guide to understanding the «sustainable» added value of our services for our regions. Reference point for building activity 400,000 m ² delivered in 2013 with environmental certification.	Continued feedback on projects to better quantify the gain in terms of SD on all solutions implemented. Development of a CSR maturity model to monitor the implementation of SD practices in our different business activities.