

Being a committed player in sustainable engineering.

| Commitments | Qualitative | Group | Internal | Qualitative | Qualitative | |
|-------------|---|-------|----------|-------------|--|--|
| | | | | | <ul style="list-style-type: none"> As an official partner of COP21, Egis has: <ul style="list-style-type: none"> reaffirmed its commitment to fight climate change by proposing innovative solutions to support the transition towards a low-carbon economy defined its strategic objectives in terms of accelerating the environmental and energy transition (EET). A corporate policy in relation to quality, environment, health and safety has been put in place which complements previous quality measures. Egis has signed the commitment charter for consultancy firms in the field of environmental assessment, established by the Ministry of the Environment. As part of its CSR policy, Egis has implemented a SD/CSR action plan, the efficacy of which will be monitored using the maturity matrix. An initial self-assessment was developed in 2015. | |
| Innovation | The amount of R&D investments eligible for French research tax credit (CIR) | Group | Interne | €14.6 m | €14.2 m | <ul style="list-style-type: none"> Egis is making innovation one of its priorities for maintaining technical excellence across all its business activities. Emphasis is placed on the environmental and energy transitions, but also the digital transition. As such, BIM (Building Information Modelling) by Egis is put into action in building but also in infrastructure projects; with the example of the L2 bypass project in Marseille (France), which received the silver BIM prize. 15 of our innovations have received awards. Here are a few examples: <ul style="list-style-type: none"> Wind-it®, developed by Egis and its partners, is a renewable energy-generating solution which won the industry and technology Prize at the National Engineering Grand Prix in 2015. The temporary bat guidance system for use during the construction phase (diversion road from Troisseraux in the Oise – France) received first prize in the “Infrastructure for Mobility, Biodiversity and Landscape” (IDRRIM – Institute of roads, streets and infrastructures for mobility) competition ROSAU, a tool for diagnosing the resilience of regions affected by climate disasters, received the “Climate Change” Prize as part of the 2015 “Businesses for the Environment Award” Clip'n Clim, a “plug&play” active facade concept for building energy upgrades received special mention at the Mid-Pyrenees Engineering Award (Midi Pyrénées is a region of France) Egis was a member of the prize-winning consortium at the EDF (Electricité De France, the first producer and supplier of electricity in France and in the world) Low Carbon competition “Reinventing the City”, with the “Factory of the Renaissance” (Fabrique de la Renaissance) project (a COP21 certified competition). A few other innovation projects on mobility and smart cities: <ul style="list-style-type: none"> Active contribution to the “Smart City” project launched by Caisse des Dépôts, with the development of new offers, from upstream consulting for an integrated city to the implementation and operation of new services for sustainable mobility, energy efficiency of buildings, and the development of biodiversity, etc. Development of a service offer related to smart urban mobility (Multimodal city services): smart parking, self-service bikes, reduction of peak traffic flows with an initial trial in Lille, pilot “connected car park” project - CDC Lab (Caisse des Dépôts incubator) in connection with SNL, Icade and Proxway. |

Strengthening relationships with stakeholders in the regions where Egis operates.

| External partnerships | Qualitative | Management | Internal | Qualitative | Qualitative | |
|------------------------------------|-------------|------------|----------|-------------|--|--|
| | | | | | <ul style="list-style-type: none"> Egis has signed a partnership with the NGO Regions for Climate (R20), founded by Arnold Schwarzenegger with the support of the United Nations, to develop “Waste to Energy” projects in emerging countries. Egis is a partner of the Pole Mer Méditerranée (Mediterranean Sea Cluster), the leader in structuring the coastal ecological sector. Egis has signed “guiding principles for a constructive dialogue with stakeholders” (Comité 21) and actively participated in the international UN conference on climate change (COP 21). www.climatebyegis.com We have shared our activities and innovations with our Sustainable Development Steering Committee (SDSC), which is held several times a year to bring together civil society actors, and is consulted on our innovative solutions and the progress they represent for our business activities. | |
| Dialogue with stakeholders | Qualitative | Management | Internal | Qualitative | Qualitative | <ul style="list-style-type: none"> Egis is committed to solidarity action in France and worldwide: <ul style="list-style-type: none"> Partnership with the “Nos Quartiers ont du Talent” (Our Neighbourhoods Got Talent) organisation (the first network of companies to promote equal opportunity). In 2014, the year the partnership was launched, Egis sponsored 29 young people. In 2015, it sponsored 45 young people, i.e. 61% more than in 2014. Following the attacks in Paris, Egis committed to helping the group’s reserve officers, or more broadly the military reserve force, in fulfilling their duty. In Morocco, the group supports the “Experts Solidaires” organisation on its hydraulics projects. Contribution to the construction of three classrooms at the Agrifatey school in Madagascar, via a partnership with the OSCAR organisation, the French Alliance and local authorities. Support in Nepal (following the earthquake) in connection with CDC Développement Solidaire (many donations from employees) |
| Solidarity and corporate patronage | Qualitative | Management | Internal | Qualitative | Qualitative | <ul style="list-style-type: none"> Egis hopes to: <ul style="list-style-type: none"> develop new activities in the regions in which it operates expand the areas of intervention of the Egis Foundation with a view to supporting solidarity action in connection with NGOs and in the context of the environmental and energy Transition. |

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

| Opening of capital to employees | 25% of the share capital owned by employees | France Executive partners and the mutual fund (FCPE) open to all employees | Internal | Partners: 76,2% (455 pers.) FCPE: 20,1% Treasury stock: 3,7% | Partners = 74,4% (453 partners) FCPE: 17,6% Treasury stock: 8,0% |
|---------------------------------|---|--|----------|--|--|
| | | | | | <ul style="list-style-type: none"> Joining of new partners. |

Strengthening internal due diligence, particularly in view of our ambitions for international growth.

| Business ethics and anti-corruption | Number of people trained in the prevention of corruption, criminal risk and business practices | Management | S03 | 201 managers trained at end 2014 (67% of the target population) | 351 managers trained at end 2015 (80% of the target population) |
|-------------------------------------|--|------------|-----|---|--|
| | | | | | <ul style="list-style-type: none"> The Ethics process is rolled out according to a multi-year programme, and was therefore continued in 2015 with: <ul style="list-style-type: none"> The drafting of the “partner” Code of Integrity which complements and clarifies the Code of Integrity and Ethics Charter. Ethics training, extended in France and to our international subsidiaries: <ul style="list-style-type: none"> Business ethics / anti-corruption and on France-based project management cycles Ethics and compliance in India and Brazil. These first sessions strengthen the Group’s commitment to the deployment of the ethics process. Two sessions were organised in each country, in Delhi and Hyderabad in India, and in São Paulo and Curitiba in Brazil. These training sessions were facilitated by the Group’s Ethics and Compliance Director, with the support of Egis ethics officers and local consultants. |

Meeting our customers’ expectations in the best way possible.

| Monitoring Customer Satisfaction | Share of Egis activity certified ISO 9001 | Management | Internal | 80% | 88% |
|----------------------------------|---|------------|----------|-----|---|
| | | | | | <ul style="list-style-type: none"> In order to better monitor and satisfy its customers, the group has implemented CRM (Customer Relationship Management), a monitoring tool specifically enabling the coordination of different people working for Egis with the same customer. Egis was awarded Triple Certification (ISO9001/14001/OHSAS18001) for the group (French subsidiaries) in October 2015, enabling us to support our customers in their health, safety and environment processes. At Abidjan and Libreville airports, the operational methods implemented have resulted in the “Airport Carbon Accreditation” certification being obtained. |

Extra-financial reporting: – 2015 Indicators

| OUR GOALS | OUR INDICATORS | SCOPE | REF. | 2014 | 2015 | ACHIEVEMENTS IN 2015 | OBJECTIVES FOR 2016 |
|---------------------------|----------------|------------|----------|-------------|-------------|---|--|
| Working with communities. | Qualitative | Management | Internal | Qualitative | Qualitative | <ul style="list-style-type: none"> Egis works with local communities, both in its structures but also across its projects: Egis has worked on the management of spontaneous population migration as part of a large infrastructure project in Cameroon. Egis has supported local communities affected by logging in the Democratic Republic of Congo. Egis, its employees and their families came together for the National Day of Sport in Qatar (10 February) to fight against obesity. | <ul style="list-style-type: none"> Capitalising on action taken internationally and in our operating companies. |



OUR CHALLENGES

ECONOMIC AND GOVERNANCE

ENVIRONMENTAL

SOCIETAL

SOCIAL

Extra-financial reporting: 2015 Indicators

Egis has embarked on a proactive approach to extra-financial reporting. This approach is changing 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 into goals (13), 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. More details are available from our CSR section at www.rse-egis.fr/en

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Extra-financial reporting: – 2015 Indicators

| OUR GOALS | OUR INDICATORS | SCOPE | REF. | 2014 | 2015 | ACHIEVEMENTS IN 2015 | OBJECTIVES FOR 2016 |
|--|--|--|----------|--|--|--|---|
| Providing a positive environment and attractive working conditions for our employees. | | | | | | | |
| Jobs | Total number of permanent staff | France excl. operators | LA 1 | 4191 pers. | 3937 people | <ul style="list-style-type: none"> Diversification of our international mobility policy to encourage the mobility of junior employees. | <ul style="list-style-type: none"> Following the signature of our new agreement on Strategic Workforce Planning (GPEC) implemented by an observatory for occupation aiming to identify/qualify professions known as sensitive or under pressure, as well as priority actions to implement in order to support transformations in these professions. <ul style="list-style-type: none"> Implementation of new systems to make it easier for employees in these sensitive professions to transfer and take up posts (increased financial assistance for geographic mobility training courses to make it easier to take up posts, etc.) Implementation of multi-year training to accelerate the development of new skills across certain key Egis populations (e.g. a course for 50 junior project managers). Definition of a "Group" policy for employing local employees internationally. |
| | Time at company (years) | France | Internal | 10 | 11 | <ul style="list-style-type: none"> Employment management policy aiming to make it easier for people to reposition themselves within their professions, with transfers more focused on sites where we have contracts requiring significant mobilisation. Introduction of training aimed at promoting gateways between the business activities of our different consultancy firms (infrastructures, Civil Engineering, etc.) Continuation of our strategic workforce planning workshops to better anticipate changes in our business activities Maintenance of a good dynamic in terms of geographic mobility, both intra- and inter-company transfers (over 430 transfers in total in 2015, 320 of which were geographic transfers). | |
| | Average age (years) | | | 41.5 | 42 | | |
| | Staff turnover (including resignations) | | | LA 2 | 365 people or 8.30% (resignations 3.4%) | 426 people or 10.16% (resignations 3.65%) | |
| Work organisation | % of part-time employees | | LA 1 | 9.2% | 8.7% | <ul style="list-style-type: none"> Investments are prioritised on strategic fields, which are: <ul style="list-style-type: none"> Professional mastery & technical tools Management of complex projects, in France and worldwide Commercial efficacy, promoting the application of new expertise (Commercial Core Model - Customer Excellence Cycle) Language training | |
| | Average part-time | | | 77.2% | 77.1% | | |
| Internal mobility | Number of transfers in the group | Management | Internal | 195 inter-company transfers (98 transfers and 97 individual transfers) + 355 intra-company transfers | 118 inter-company transfers (4 internal transfers to the CDC group, 86 individual transfers between Egis Group companies, 28 group transfers between Egis Group companies) + 318 intra-company transfers | | |
| Developing the skills of our employees. | | | | | | | |
| Training | Percentage of employees trained | France | Internal | 62% | 65.2% | <ul style="list-style-type: none"> Processes have been harmonised with a common certification tool for most French companies, in quality, safety and environment. The group was awarded triple certification in October 2015, with the gradual deployment of the "Safety Attitude" continued and group activities were certified OHSAS 18001 and in late 2015 - 1/3 of our activities has been certified OHSAS 18001. This approach is recognised across our projects, as Egis received the 2015 World Safety Organization Award for the safety management system on the Chermal metro project. | |
| | Average duration of a training course | | LA 10 | 11 hours | 11 hours | | |
| Ensuring the safety and health of our employees, everywhere. | | | | | | | |
| Health and Safety of employees | Procedure | Management | Internal | Qualitative | Qualitative | <ul style="list-style-type: none"> Egis has reinforced the system for monitoring employees overseas on account of the geopolitical context. Processes have been harmonised with a common certification tool for most French companies, in quality, safety and environment. The group was awarded triple certification in October 2015, with the gradual deployment of the "Safety Attitude" continued and group activities were certified OHSAS 18001 and in late 2015 - 1/3 of our activities has been certified OHSAS 18001. This approach is recognised across our projects, as Egis received the 2015 World Safety Organization Award for the safety management system on the Chermal metro project. | |
| | Accidents involving work stoppage | France | LA 7 | 26 | 29 | | |
| Safety Management System | Share of Egis activity certified OHSAS or MASE | Management | Internal | 28% | 33% | | |
| Developing social dialogue. | | | | | | | |
| Agreements | No. of collective agreements signed by the group | Companies linked to the Syntec-Ingénierie Convention and more than 50%-owned | Internal | 29 | 29 | <ul style="list-style-type: none"> One main agreement related to the introduction of a profit-sharing scheme for Egis employees | |
| Respecting and promoting equality and social diversity. | | | | | | | |
| Handicap | Taux d'emploi de personnes en situation de handicap | France | LA 13 | 2.25% | 2.18% | <ul style="list-style-type: none"> Several actions were taken: <ul style="list-style-type: none"> Design of the "Edition 3" notebook, dedicated to disability and "Recognition of the Quality of Disabled Workers" given to all employees. Posting of videos online: What is a disabled worker? Awareness-raising flyer, recourse to the STPA (Protected and Adapted Work Sector) for purchasers Recourse to the protected sector: service provision contract for the concierge service and internal window at Start, for example (3 people on-site) Sponsoring of the "Snowboard et handicap" association for the 2014-2015 season Egis has a framework agreement in force for the employment of older people (target of 10% employment rate of the over-55s exceeded). Employees aged over 55 on 31/12/15 represented nearly 15% of the total workforce. | |
| | Seniors | Taux d'emploi des seniors (≥55 ans) | France | LA 13 | 14% | | 15% |
| Egalité hommes-femmes | Proportion de femmes dans les instances de gouvernance | Groupe | LA 13 | Egis Board: 5/9 Egis Comex: 2/9 Egis Codir: 4/35 Operational Management Committee: 3/18 | <ul style="list-style-type: none"> The actions of the Diversity think-tank were continued: <ul style="list-style-type: none"> involvement of women with successful careers in the days devoted to new recruits training of local managers on issues of diversity and self-censorship launch of the My Mentoring by Egis scheme, in liaison with the Diversity think-tank In 2015, 20 mentees have benefited from the scheme, including 17 women (for France), Participation in the Global Summit of Women - Sao Paulo | | |

Extra-financial reporting: – 2015 Indicators

| OUR GOALS | OUR INDICATORS | SCOPE | REF. | 2014 | 2015 | ACHIEVEMENTS IN 2015 | OBJECTIVES FOR 2016 |
|---|---|--|------------------|---|---|---|--------------------------------------|
| In our operations: reducing our direct environmental impacts and CO₂ emissions linked to our activities (building and travel). | | | | | | | |
| Internal environmental policy | Share of Egis activity certified ISO 14001 | Management | Internal | 65% | 79% | <ul style="list-style-type: none"> At the end of 2015, 79% of Egis activities were ISO14001 certified Maintenance of efforts to control our ecological footprint with <ul style="list-style-type: none"> The continuation of our travel policy Trials in energy management: implementation on our Montrouil site of energy diagnostic tools: 16% energy savings over 1 year. Egis was awarded the first edition of the 2020 CUBE Effective Building Use Competition. Monitoring our consumption using consolidated reporting over 10 buildings in France. Egis India is merging its 4 offices in Delhi onto one site and becoming a "zero organic waste discharge facility". The introduction of multifunction copiers with printing activated by badge, along with an equipment streamlining, has helped achieved nearly 25% savings in paper consumption (recorded in 2014 and confirmed in 2015). Water consumption remains globally constant. Continuation of corporate travel schemes and introduction of an inter-company travel plan for the headquarters in Guyancourt with the urban community of St Quentin an Yvelines. The reduction in workforce over an equivalent surface area has increased our "yvelines" per employee; yet, individual behaviour has reduced the electricity consumption per employee. The scope of work-related travel monitored has been expanded. We have expanded our scope to 2 additional subsidiaries and incorporated long-term rentals, which explains the increase in emissions between 2014 and 2015. | |
| | Sustainable use of resources | Electricity consumption and purchase of heating & cooling | French locations | EN 3 | 15,741 MWh or 150 kWh/m ² | | 13,500 MWh or 155 kWh/m ² |
| Pollution and waste management | Consumption of mains water | | EN 8 | 29 664 m ³ soit 7.45 m ³ /pers. | 26,118 m ³ soit 8.3 m ³ /pers. | <ul style="list-style-type: none"> Monitoring our consumption using consolidated reporting over 10 buildings in France. Egis India is merging its 4 offices in Delhi onto one site and becoming a "zero organic waste discharge facility". The introduction of multifunction copiers with printing activated by badge, along with an equipment streamlining, has helped achieved nearly 25% savings in paper consumption (recorded in 2014 and confirmed in 2015). Water consumption remains globally constant. Continuation of corporate travel schemes and introduction of an inter-company travel plan for the headquarters in Guyancourt with the urban community of St Quentin an Yvelines. The reduction in workforce over an equivalent surface area has increased our "yvelines" per employee; yet, individual behaviour has reduced the electricity consumption per employee. The scope of work-related travel monitored has been expanded. We have expanded our scope to 2 additional subsidiaries and incorporated long-term rentals, which explains the increase in emissions between 2014 and 2015. | |
| | Paper purchases and the percentages of which are eco-friendly | | EN1 EN2 | 115 t Over 90% eco-friendly | 76 t Over 90% eco-friendly | | |
| Climate Change | Production of sorted and recycled non-hazardous waste | excl. IT waste | EN 22 | 425 tonnes | 410 tonnes | <ul style="list-style-type: none"> Continuation of corporate travel schemes and introduction of an inter-company travel plan for the headquarters in Guyancourt with the urban community of St Quentin an Yvelines. The reduction in workforce over an equivalent surface area has increased our "yvelines" per employee; yet, individual behaviour has reduced the electricity consumption per employee. The scope of work-related travel monitored has been expanded. We have expanded our scope to 2 additional subsidiaries and incorporated long-term rentals, which explains the increase in emissions between 2014 and 2015. | |
| | Energy - direct and indirect GHG emissions | Linked to fixed sources of combustion & heat transfer fluids | EN 16 | Direct: 204 t. CE Indirect: 1210 t. CE, or 360 kg CE/pers. | Direct: 313 t. CE Indirect: 1185 t. CE, or 380 kg CE/pers. | | |
| Climate Change | Travel - GHG emissions from our main corporate trips | Cars & travel agency review (train, plane) - partial scope | Internal | 14,047 t. CE | 16,102 t. CE | <ul style="list-style-type: none"> The assessment will be conducted on a constant scale (2015 reference) in order to measure the efficacy of policies implemented; another indicator will be established for the enlarged 2016 scope, as applicable. | |
| | | | | | | | |
| Our indirect impact through the projects of our customers: facilitating the expected economic and social benefits for local areas by controlling environmental | | | | | | | |
| Solutions with significant sustainable development added value | Qualitative | Management | Internal | Qualitative | Qualitative | <ul style="list-style-type: none"> Egis positions itself on the consideration of climate change in regional development. The EET is an important element in ensuring that our offers in our core areas of business (transport, building, urban development, etc.) are dynamic and stand out. Some key achievements in our work on the Environmental and Energy Transition (EET) for 2015: <ul style="list-style-type: none"> Creation of Egis Environmental Investment (EEI) in collaboration with the CDC, an investment company, to fund the marketing phases of innovative projects in EET (e.g. wind energy, electrical charging) Energy in cities: Smart heating and cooling network on the Saclay urban campus (French campus) 1st turkey contract won in the field of Building Energy Efficiency, thanks to the use of an online energy management tool based on objects and BIG DATA (SOBRE) reducing consumption levels by up to 25%. Participation in the Netherlands company, The New Motion, a European leader in charging services for electric vehicles Sustainable Cities: Delivery of the "Astanable" Sustainable City simulator, built in partnership with Eiffage, Egis and GDF SUEZ as part of VINAPOLIS. Visit www.rse-egis.fr/en to check out the winning and certified projects in 2015, as well as those whose sustainability has been recognized. | |
| Quantification of the Egis leverage effect | Qualitative | Engineering | Internal | Qualitative | Qualitative | <ul style="list-style-type: none"> We have continued the deployment of our eco-comparison tools such as VarWay®, an eco-comparison tool for road variants: a decision-making tool for assessing the GHG and energy impact in construction and operation phases. | |