

# NON-FINANCIAL REPORTING

2018 INDICATORS



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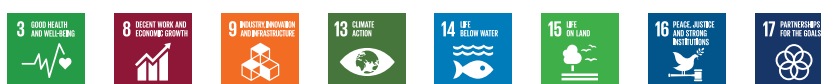
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# GOVERNANCE INDICATORS



| THEME  | DESCRIPTION   | 2018 RESULTS  | UNITS       |
|--|---|---|-------------|
| Governance - Sustainable Development (SD)/ Corporate Social Responsibility (CSR) | <b>SD/CSR objectives and strategic issues</b>   | <p>The «Imagine» project is the strategic project of the Egis group. It has been guiding our development since 2016. In 2018, we launched our new SD/CSR objectives. They revolve around three commitments developed through collaborative work with the Egis Group's Sustainable Development network and established in connection with the SDGs (Sustainable Development Goals set up by the UN). The commitments have been approved by the Group's Executive Committee (COMEX):</p> <ul style="list-style-type: none"> <li>• Taking action for our future regions,</li> <li>• Taking action for ethical, profitable and sustainable growth,</li> <li>• Taking action for employee well-being.</li> </ul> <p>The first commitment focuses on the Egis solutions delivered to our customers to tackle the issues of climate change and support for regions in transition, as well as the environmental footprint of our in-house operations. A proposed action plan «Egis: carbon neutral in 2050» was launched at the end of 2018.</p> <p>The second commitment focuses on societal issues, such as business ethics, partnerships with our economic network, customer satisfaction and innovation.</p> <p>The third is dedicated to our employees and life in the company. This includes policies and actions for employee development, career mobility and quality of life at work</p> | Qualitative |
| Governance - Innovation  | <b>Amount of R&amp;D investment eligible for the French Research Tax Credit</b>               | 27  | € million   |
| Governance - Risk  | <b>Integration of environmental, social and governance risks into our global risk mapping</b> | <p>The Group has a global risk management system, managed by the Audit, Risk and Performance Department, which is based in particular on a network of risk correspondents within each Group Business Unit (BU). In 2018, 22 major risks were managed at Group level. They were monitored during the various process reviews and the annual Management review (in line with the QSE<sup>1</sup> Performance approach). These risks include, in connection with ESG<sup>2</sup> criteria: employee safety (especially when travelling abroad), business ethics and the impact of the working environment on our employees.</p>  | Qualitative |
| Governance of SD/CSR Policy  | <b>Certification procedures</b>   | <p>Since 2015, we have standardised our initiatives/joint certification system for the majority of French companies, with regard to quality, safety and the environment: the triple certification was awarded to the Group in October 2015 and has since been extended. We renewed our triple certification in October 2018.</p>  | Qualitative |
| Governance of SD/CSR Policy  | <b>Environment/Area of activity covered by ISO 14001</b>                                      | 40<br>N.B. All values published up to 2017 are for France. The scope of the indicators is now global.   | %           |
| Governance of SD/CSR Policy  | <b>Performance/Area of activity covered by ISO 9001</b>                                       | 98<br>N.B. All values published up to 2017 are for France. The scope of the indicators is now global.   | %           |
| Governance of SD/CSR Policy  | <b>Health/Share of activity covered by the OHSAS standard</b>                                 | 53<br>N.B. All values published up to 2017 are for France. The scope of the indicators is now global.   | %           |

1. Quality - Safety - Environment — 2. Environmental, Social and Corporate Governance

| GOVERNANCE INDICATORS |

| THEME                        | DESCRIPTION   | 2018 RESULTS   | UNITS       |
|------------------------------|---|--|-------------|
| Partnerships and commitments | <b>Memberships and Affiliations</b>   | <p><b>Main affiliations:</b></p> <ul style="list-style-type: none"> <li>Egis is represented in several offices and commissions of Syntec Ingénierie (including the CSR commission) and also chairs the Innovation Commission,</li> <li>Membership of the CLUB de Paris des Directeurs de l'Innovation (Paris CLUB of Innovation Directors).</li> </ul> <p><b>Examples of involvement in organisations related to Egis's business lines:</b></p> <ul style="list-style-type: none"> <li>Founding member of the French Association for Low Carbon Buildings (Association Bâtiment Bas Carbone),</li> <li>IDDRIM (French Institute for Roads, Streets and Mobility Infrastructures),</li> <li>Chair of Médiaconstruct's Scientific and Technical Committee (digital model)</li> <li>IBTTA (International Bridges, Tunnels, Turnpikes Association - France GBT (Green Building Council) - Institute of Risk Management,</li> <li>Elioth (Egis subsidiary) is vice-chair of the ADI-Vbois commission for the development of timber buildings,</li> <li>Member of the French National Research and Technology Agency,</li> <li>Saint Quentin en Yvelines Club Climat Energie (board member).</li> </ul> <p><b>Organisations related to SD:</b></p> <ul style="list-style-type: none"> <li>C3D Association of Sustainable Development Managers - a french association,</li> <li>Décider Ensemble (Decide Together - Board Member),</li> <li>SD Club France,</li> <li>Construction 21,</li> <li>CEEBIOS (European centre of excellence in biomimetics in Senlis),</li> <li>Nature Programme 2050,</li> <li>Business clusters (Advancity, Aerospace Valley, Lyon Urban Truck and Buses, I-Trans).</li> </ul> <p><b>Foundation :</b> Palladio Foundation (founding member)</p> | Qualitative |
| Partnerships and commitments | <b>External commitments relating to SD/CSR</b>  | <p><b>Main commitments and partnerships:</b></p> <ul style="list-style-type: none"> <li>Membership of the Global Compact (since 2011),</li> <li>Signed the Vivapolis Charter (2014),</li> <li>Signed the Guiding Principles for constructive stakeholder dialogue (January 2015),</li> <li>Signed the Commitment Charter for consulting firms in the field of environmental assessment (June 2015),</li> <li>Membership of the 2050 Nature Club,</li> <li>Signed 11 commitments to improve support for employees affected by cancer (charter drafted by the Business Club led by the National Cancer Institute, the French Association of HR Managers and the French agency for the improvement of working conditions),</li> <li>Signed the Shift Project manifesto (the Shift Project is a think tank striving for an economy free of the carbon constraint),</li> <li>Publication of a charter «The Egis Human Resources Management Code», also applicable to our partners,</li> <li><b>Egis made new environmental commitments,</b></li> <li><b>Egis launched a proposed action plan «Egis: carbon neutral in 2050».</b></li> </ul>   |             |
| Sustainable Procurement      | <b>CSR issues are now taken into account in relations with suppliers and subcontractors</b> | Egis has included CSR clauses in some of its contracts, particularly for purchases related to the operation of its buildings and in the context of intellectual services. Specific systems are in place for its main purchases (e.g. the «code of ethics for partners» and KYC evaluations for intellectual services), but there is no centralisation of these different supplier relationships.   | Qualitative |
| Sustainable Procurement      | <b>Volume of purchases from companies in protected and adapted work sectors</b>             | 206,000<br>N.B. Indicator for France, no equivalent in other countries   | € excl. tax |
| Sustainable Procurement      | <b>Sustainable procurement policy</b>   | <p>We don't have a formal sustainable procurement policy; instead we have policies that focus on eco-responsibility in our «travel policy» and the «vehicle rental policy», as well as on the maintenance of gardens and buildings.</p> <p>Continuation of the purchasing policy with ESAT (Establishment and Assistance Services through Work).</p> <p>Any computer equipment under lease is returned to the rental organisation, which commits to recycling it when it is at the end of its life, in compliance with the standards in force.</p>   | Qualitative |

| GOVERNANCE INDICATORS |

| THEME                                 | DESCRIPTION   | 2018 RESULTS   | UNITS       |
|---------------------------------------|---|--|-------------|
| Risk prevention and crisis management | <b>Legal action for anti-competitive behaviour</b>  | No legal action or litigation identified.  | Number      |
| Fair practices and transparency       | <b>Business Ethics and Compliance Policies</b>  | <p>Egis is a group built on the values of ethics, transparency, quality, respect and integrity. Above and beyond complying with the laws and regulations in force in the countries where Egis operates, the Group has established codes of conduct that apply to everyone involved, based on three main documents updated in 2018:</p> <ul style="list-style-type: none"> <li>• A Code of Ethics,</li> <li>• A Code of Integrity,</li> <li>• A Business Partners' Code of Integrity.</li> </ul> <p>In addition, an action plan relating to risk management was reviewed in the first quarter of 2018. It is organised until December 2019 and includes consideration of the French «Sapin 2» law and the Duty of Vigilance law. Egis has put in place an alert system that applies to the entire Group on the subjects covered by these two laws.</p>  | Qualitative |
| Fair practices and transparency       | <b>Share of employees trained in anti-corruption and money laundering</b>                         | <p>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. The main achievements in 2018 were:</p> <ul style="list-style-type: none"> <li>• Deployment of an internal whistleblowing system in accordance with the requirements of the French Sapin 2 and Duty of Vigilance laws,</li> <li>• Integration of a disciplinary procedure into the Internal Regulations in the event of ethical breaches,</li> <li>• Revision of the Code of Ethics,</li> <li>• Continuation of tutor-led ethics training (France, India and Mexico in 2018),</li> <li>• Additional e-learning courses related to business ethics,</li> <li>• Regular meetings of the three organising bodies for Ethics (the Ethics committee, the ethics policy steering committee; the network of Ethics Correspondents),</li> <li>• Establishment of the «Whistleblowing» procedure.</li> </ul>   | Qualitative |
| Fair practices and transparency       | <b>Share of employees trained in anti-corruption and money laundering</b>                         | <p>72</p> <p>For face-to-face training, a list of employees directly exposed to risk (commercial and operational staff) and who need to go on the training was established at the end of 2012 and is updated regularly.</p> <p>At the end of 2018, this list is 842 people.</p> <p>At the end of 2018, 609 people were trained on tutor-led training courses, representing 72% of the current target. For e-learning, additional campaigns in France and abroad in 2018 allowed an additional 431 employees to take the course, bringing the training rate to 67% (5048 participants).</p> <p>The e-learning course is now included in the mandatory training for newcomers from 01/01/2019</p>  | %           |
| Fair practices and transparency       | <b>Anti-corruption, fraud, money laundering and funding terrorism Incident management systems</b> | <p>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).</p> <p>In practical terms, this procedure aims to:</p> <ul style="list-style-type: none"> <li>• Give Egis the tools it needs for «day-to-day» management of its operational risks in addition to work on assessment,</li> <li>• Collect and maintain data to quantify operational risks, and to gather the necessary resources,</li> <li>• Support business line managers and operational staff in the management of incidents,</li> <li>• Characterise incidents by evaluating the financial impacts in particular,</li> <li>• Generate analyses and summary reports at any time for General Management and Caisse des Dépôts (CDC is our majority shareholder),</li> <li>• Prevent their occurrence and/or contain the consequences.</li> </ul> | Qualitative |

| GOVERNANCE INDICATORS |

| THEME                           | DESCRIPTION  | 2018 RESULTS  | UNITS                            |
|---------------------------------|--|---|----------------------------------|
| Fair practices and transparency | <b>Information for employees on policies and procedures related to anti-corruption and money laundering and the funding of terrorism</b> | All employees have access to: <ul style="list-style-type: none"> <li>• The procedures, available in the Egis Book, our management frame of reference,</li> <li>• The «Ethics and Compliance» themed area on My Egis, our collaborative portal,</li> <li>• The internal whistleblowing system accessible from My Egis and via a specific internet link,</li> <li>• What's more, any publication of new aspects of our Ethics and Compliance approach is accompanied by internal communication, via an email or a video from the CEO to all employees (e.g. review of the Code of Ethics and deployment of the whistleblowing system), via our social media pages, and for some a paper handout (e.g. publication of the code of integrity).</li> </ul> | Qualitative                      |
| Fair practices and transparency | <b>Information for business partners on anti-corruption and anti-money laundering policies and procedures</b>                            | For several years now, our contracts with our partners have systematically included an ethics clause. Since the beginning of 2016, the «Partners' Code of Integrity» informs our partners of the ethical principles that Egis asks them to follow in the context of joint projects. This commitment from the partner is formalised through the signing of an Ethical Commitment in the Tender phase and the Ethics clause in the contract completion phase.   | Qualitative                      |
| Fair practices and transparency | <b>Professional whistleblowing and confidentiality</b>   | Implementation of the internal whistleblowing system at Group level in October 2018. The purpose of this system is to be able to report any conduct or situations that are contrary to the established common rules. It aims to make it easier and more secure for people to report a breach, ensures the confidentiality of information and the protection of personal data. Some general information and a video were sent to all Group employees at the launch of this new tool.   | Qualitative                      |
| Fair practices and transparency | <b>Whistleblowing</b>  | 3   | quantitative / number of reports |
| Equality                        | <b>Proportion of women in governing bodies</b>   | Board of Directors: 5 women out of 11 members<br>General Management Committee: 4 women out of 8 members<br>Executive Committee: 5 women out of 17 members   | proportion x/y                   |

# SOCIAL INDICATORS



| THEME                             | DESCRIPTION                                      | 2018 RESULTS  | UNITS             |
|-----------------------------------|--|---|-------------------|
| Employment                        | <b>Employment and Recruitment</b>                | <b>Egis employs more than 14,000 people worldwide, including more than 10,000 internationally.</b> Subsidiaries located abroad generally have a small number of expatriates (decreasing in 2018 with 160 French expats) and mostly employ people on local contracts who we then integrate and train in our activities. <b>In France, the Group brought together 3935 employees in 2018, 96% of whom are on permanent contracts. Women represent 47% of new hires vs. 40% in 2017.</b> The average length of time for employees working in the company has been fairly stable over the past three years, reaching 11.1 years in 2018 in France and 4 years in Brazil. <b>The turnover rate is 13.9%</b> , a slight increase.   | qualitative and % |
| Employment Policy                 | <b>Policy for an intergenerational workforce</b> | In 2018, Egis's proactive policy for an intergenerational workforce (based on the Group's 2017 «Generation Contract» agreement) continues to result in the recruitment of a significant number of junior profiles (52% of the people recruited in France in 2018 were under 30 years old). The use of people on work-based learning schemes also continues to flourish, with an average of 71 trainees over the year (the same as 2017). With regard to mentoring, we continued the actions taken in recent years (for our junior project managers in particular) with about 60 mentors accompanying the training courses. <b>The average age of employees is 42.3 years for France</b> (down slightly since 2016) and <b>38 years old in Brazil (stable).</b>  | Qualitative       |
| Diversity and equal opportunities | <b>Anti-discrimination policy</b>                | The main actions in this field focus on gender equality, age, and disability. In 2016, Egis negotiated three new group agreements relating to these themes: <ul style="list-style-type: none"> <li>• Agreement on the inclusion of workers with disabilities,</li> <li>• Agreement on gender equality,</li> <li>• Agreement on the generation contract.</li> </ul> With regard to diversity, and as a result of Egis's international exposure, 100 nationalities are represented and multicultural profiles are desired. Recruitment teams should be educated on this theme.  | Qualitative       |
| Diversity and equal opportunities | <b>Anti-discrimination measures</b>              | Publication and distribution of a Global Human Resources (HR) Management Code to Business Units (BUs)' HR departments. The Code describes the main principles to be applied wherever the Group operates, in particular regarding the Group's main HR challenges: social responsibility, the health and safety of Egis teams, managerial practices, diversity, career paths and talent management.   | Qualitative       |
| Diversity and equal opportunities | <b>Wage gap between women and men</b>            | <b>3,46%</b> with equal classification or equivalent function   | %                 |
| Employability and training        | <b>Training Policy</b>                           | Egis is committed to helping its employees develop and flourish in a dynamic work environment, offering career development opportunities in an international context, promoting mobility as well as diversity. Training is an essential aspect of our HR policy, for maintaining our level of expertise, as well as ensuring the employability of staff and improving their overall performance. In 2017 and 2018, one of the flagship training actions was about setting up a programme dedicated to management: «Imagine Manager Demain» (Imagine Tomorrow's Manager). This Group-wide initiative aims to engage our managers in a shared reference framework for the management of women and men. Our managerial commitments support the Group's ambition, and its vision of working relationships with employees. <b>In 2018, 59% of employees in France went on at least one training course and 40% in Brazil.</b> The development of our e-learning platform continues (in France and abroad) on topics such as «induction», business ethics, BIM <sup>1</sup> , and management. More than 20,000 connections to this platform were recorded in 2018 on more than 50 active courses (France and abroad). | Qualitative + %   |
| Employability and training        | <b>Career support policy</b>                     | <ul style="list-style-type: none"> <li>• Management system using annual targets,</li> <li>• Career appraisals by each BU,</li> <li>• People reviews performed by each BU,</li> <li>• A group-wide talent management process (annual people reviews &amp; succession plan) for specific groups: leaders, directors of major Group projects, high-potential women.</li> </ul>   | Qualitative       |

1. Building Information Modeling

| SOCIAL INDICATORS |

| THEME                       | DESCRIPTION                                   | 2018 RESULTS   | UNITS           |
|-----------------------------|---|--|-----------------|
| Development of career paths | <b>Geographical and professional mobility</b> | Professional and geographical mobility is also a key element for the development of career paths and the loyalty of our employees. In 2018, <b>5.6% of the workforce were geographically transferred within the scope of our French subsidiaries</b> . 1.9% of employees also completed an inter-subsidiary transfer. In Brazil, just under <b>1% of employees</b> transferred to another of the Group's geographical sites.   | Qualitative + % |
| Working conditions          | <b>Policy for work/life balance</b>           | Changes compared to 2017 <ul style="list-style-type: none"> <li>• <b>Telecommuting: the number of people (french perimeter) regularly teleworking increased, with 6.5% (258 people) in 2018 vs. 5% in 2017 (192 people)</b>. The numbers of men and women among employees regularly teleworking remains stable: 54% of teleworkers are women and 46% are men, representing 10% of female employees (8% in 2017) and 5% of male employees (3% in 2017). <b>Part-time employees represent 8.3% of the workforce</b> in France.</li> <li>• <b>Quality of life at work/the right to disconnect</b>: signing of a Group agreement in November 2018 (french perimeter). In line with its values, the Egis Group has already been engaged for many years now in actions to improve the quality of life at work, employees' work-life balance, equal opportunities and career paths, through several arrangements and agreements. The new Group agreement reinforces these commitments by organising six actions each year to raise awareness about quality of life at work and the right to disconnect, including one for the benefit of managers, as well as organising several half-days without email for employees who want to spend time working offline.</li> </ul> | Qualitative     |
| Working conditions          | <b>Occupational health and safety policy</b>  | Employee safety is another major issue in the context of long-distance travel, especially abroad. Safety and geopolitics is permanently monitored via a Safetrip tool. For several years now, Egis has been rolling out its Safety Attitude initiative, which not only applies to our employees working in offices but also to those who travel as part of their work. <b>Egis is OHSAS 18001 certified</b> , for a scope that has already doubled in terms of percentage of activity between 2014 and 2017. <b>In 2018, 53% of our business activities were certified (global scope). The accident rate resulting in a work stoppage was 29% in France (a slight increase compared to 2017: 26%).</b>   | Qualitative     |
| Working conditions          | <b>Occupational health and safety policy</b>  | <ul style="list-style-type: none"> <li>• Following the definition of a delegation system and its deployment in 2017, overall clarification of roles and responsibilities in the field of health and safety (premises, project management and hierarchical, collective responsibility) was established and shared in 2018,</li> <li>• A safety policy was set up for travelling abroad as well as a tool for tracking the routes used during trips and notifying travellers in the event of any problems, managed via a «Safetrip» tool,</li> <li>• Safety and geopolitics is constantly being monitored.</li> </ul>  | Qualitative     |
| Employee satisfaction       | <b>Employee satisfaction</b>                  | The results of the social barometer conducted with the CDC group show that the Group's employees are satisfied. 50% of employees surveyed (worldwide) answered the questionnaire. The scores are consistently and significantly more favourable than in 2015. Specifically, we can observe: <ul style="list-style-type: none"> <li>• <b>A clear sense of pride to be working for Egis: 88%(+14pts)</b> - N.B. 78% of employees would recommend working at Egis to relatives,</li> <li>• <b>A high level of job satisfaction: 73%(+8 pts)</b>,</li> <li>• A high level of trust and a clear improvement in attitudes towards the management team 74% (+19 pts) as well as the employee representative bodies 73% (18pts),</li> <li>• An overall level of career satisfaction in line with the national standard (76%) and seeing significant improvement (+9pts),</li> <li>• 61% are on board with the Group's strategic choices (+23 pts) and 69% are confident in its ability to adapt and perform (+18 pts), although only 53% have a clear vision of the strategic objectives.</li> </ul>   | Qualitative     |



# SOCIETAL INDICATORS



| THEME                              | DESCRIPTION  | 2018 RESULTS   | UNITS       |
|------------------------------------|--|--|-------------|
| Patronage and employee involvement | <b>Amount of total annual grants for sponsorship</b>   | 145,000  | €           |
| Solidarity                         | <b>Charitable/responsible actions</b>  | <p><b>Every day, a variety of initiatives means we can contribute to community work and launch eco-friendly initiatives.</b></p> <p><b>Examples of 2018 actions</b></p> <p><b>Health:</b></p> <ul style="list-style-type: none"> <li>Blood donation on many sites in France and abroad,</li> <li>France: As part of the charter signed by Egis to improve support for employees affected by cancer, and to promote employee health, Egis's Lyon teams were invited to participate in the «A vos baskets» (Trainers at the ready!) challenge. At the end of the challenge, all kilometres travelled were converted into a donation to the Léon Bérard Centre (a cancer center in Lyon expert in care). Egis took part in the charity event Odyssea 2018, alongside the Alter Égales Think Tank (the Caisse des Dépôts Group's network of women executives). For the 5th year in a row, more than 700 Caisse des Dépôts employees came together to run or walk against breast cancer, just like in Toulouse, where Egis took part in the Amaz'Éaunes race and the women's 10km was brilliantly won by one of our employees. Egis also got involved in the Telethon with Caisse Des Dépôts,</li> <li>Brazil: campaign to raise awareness of prostate cancer and breast cancer.</li> </ul> <p><b>Skills sponsorship (France) with:</b></p> <ul style="list-style-type: none"> <li>MSF (Médecins Sans Frontières - Doctors Without Borders NGO) started in 2017, this sponsorship will end in mid-2019 (project to restructure an old building to make it the new headquarters,</li> <li>SAMU Social emergency services NGO (work on building rehabilitation for the SAMU Social started on 12 September 2017 - with handover scheduled for September 2018),</li> <li>France: Alongside the Restos du Coeur (french NGO which collect food), employees took part in the launch of the 34<sup>th</sup> Restos charity campaign in one of the operating subsidiaries (Routalis).</li> </ul> <p><b>For the poor:</b></p> <ul style="list-style-type: none"> <li>Qatar: organisation of a clothing and materials collection for the foundation «Un Parapluie» (An Umbrella), an NGO in Nepal that works with the Red Cross and Unicef,</li> <li>France: Egis funded an international scholarship for Audric Baron, engineer at the ENAC<sup>1</sup> (ENAC is the leading aeronautics and aviation university in Europe). Egis supports ENAC students with high potential by awarding a scholarship, every year for the last 3 years, based on social criteria and merit, to one lucky winner enrolled for a placement to study abroad in the aeronautical field and in particular at the University of Cranfield,</li> <li>France Oxfam: an Egis team pledged to walk 100 km in 30 hours during the Oxfam Trailwalker event to raise money to help fight poverty and inequality in the world.</li> <li>A day of solidarity in Montreuil for the Secours Populaire (NGO which helps victims of insecurity, poverty, natural disasters and conflict),</li> <li>Brazil: clothing collection</li> </ul> | Qualitative |
| Respect for human rights           | <b>Policies and measures to improve human rights policies and measures implemented to incorporate these issues into the organisation's policies.</b> | The «Egis HR Management Code», published in late 2017, defines the main principles of the Egis Group's Human Resources policy, which is then applied in our different countries, according to local regulations and constraints. The code describes the main principles that must be applied everywhere the Group operates, and in particular for the Group's major HR issues (social responsibility, health & safety of Egis teams, managerial practices, diversity, career paths and talent management).   | Qualitative |

1. École Nationale de l'Aviation Civile

# ENVIRONMENTAL INDICATORS



| THEME  | INTERNAL OR BUSINESS LINE OPERATIONS | DESCRIPTION   | 2018 RESULTS  | UNITS                        |
|--|--------------------------------------|---|---|------------------------------|
| EET <sup>2</sup> - Energy - network cooling                      | Internal operations                  | <b>Energy consumption for internal operations</b>                   | 965,191   | Kwh fe (fe for final energy) |
| EET - Energy - Electricity                                       | Internal operations                  | <b>Energy consumption for internal operations</b>                   | 8,286,394   | Kwh fe                       |
| EET - Energy - Natural gas                                       | Internal operations                  | <b>Energy consumption for internal operations</b>                   | 1,297,953   | Kwh fe                       |
| EET - Energy - heat network                                      | Internal operations                  | <b>Energy consumption for internal operations</b>                   | 245,177   | Kwh fe                       |
| EET - Energy - Total consumption for all 15 of our largest sites | Internal operations                  | <b>Energy consumption for internal operations</b>                   | 10,794,715  | Kwh fe                       |
| EET - Energy   | Internal operations                  | <b>Average energy consumption per m<sup>2</sup></b>                 | 134<br>N.B. Overall, across the 15 French sites monitored, consumption remained stable between 2017 and 2018.   | Kwh fe/m <sup>2</sup>        |
| EET - Energy   | Internal operations                  | <b>Projects to improve energy efficiency in internal operations</b> | In 2015, we set up a trial energy management system with weekly monitoring, first on our Montreuil building (already HQE <sup>1</sup> certified) and then at Start, our head office in Yvelines (France), where consumption is decreasing regularly, thanks to the work of General Resources that optimise the operation of the building. Employees are made aware of energy savings through our eco-conduct campaigns, usually during Sustainable Development Week, and have access to the «empreinte à la trace» (Tracing our Footprint) website, which allows users to visualise the progress made on our biggest sites. | Qualitative                  |
| EET - Direct or indirect GHG <sup>3</sup> emissions              | Internal operations                  | <b>GHG emissions (scopes 1-2-3)</b>                                 | 10 031<br>Emissions related to business travel, waste and supplies related to scopes 1/2  | TeqCO <sub>2</sub>           |
| EET - Direct or indirect GHG emissions                           | Internal operations                  | <b>GHG emissions (scopes 1-2-3)</b>                                 | 240<br>Direct emissions Scope 1   | TeqCO <sub>2</sub>           |
| EET - Direct or indirect GHG emissions                           | Internal operations                  | <b>GHG emissions (scopes 1-2-3)</b>                                 | 1730<br>Indirect emissions scope 2  | TeqCO <sub>2</sub>           |

N.B. scope 1 = direct greenhouse gas (GHG) emissions; scope 2 = indirect emissions related to energy consumption; scope 3 = other indirect emissions 1. Environmental and Energy Transition — 2. High Environmental Quality, a label in France and applied internationally — 3. GreenHouse Gas

| ENVIRONMENTAL INDICATORS |

| THEME                                  | INTERNAL OR BUSINESS LINE OPERATIONS | DESCRIPTION   | 2018 RESULTS   | UNITS              |
|--|--------------------------------------|---|--|--------------------|
| EET - Direct or indirect GHG emissions | Internal operations                  | <b>Total GHG emissions</b>  | 12,000<br>Our total Greenhouse Gas (GHG) emissions   | TeqCO <sub>2</sub> |
| EET - Direct or indirect GHG emissions | Mixed                                | <b>Areas generating significant GHG emissions as a result of the company's activity</b> | Business travel is the largest item in terms of our GHG emissions (77%). Thanks to our travel policy, the emissions inherent to this item have further decreased this year, as well as their proportion in the overall share of emissions. Videoconferencing tools and our travel policy have had positive effects on limiting the use of aircraft in particular (French perimeter).   | Qualitative        |
| EET - Direct or indirect GHG emissions | Internal operations                  | <b>Total GHG emissions generated by business trips</b>                                  | 9,295  | TeqCO <sub>2</sub> |
| EET - Direct or indirect GHG emission  | Internal operations                  | <b>Measures to reduce the GHG emissions generated by business trips</b>                 | The «Travel» and «Vehicle» policies revised in 2014 and 2015 to improve the energy efficiency of our vehicle fleet are still in progress. Particular attention should be paid to the preference for long-distance modes of transport that emit the least CO <sub>2</sub> . At the same time, we have continued the actions and events related to our Inter-Company Travel Plans and the massive use of the new integrated communication system (LYNC/Skype Entreprises), whose business model results in a 10% reduction in the need for business travel.  | Qualitative        |
| EET - Combating climate change         | Business lines                       | <b>Products and services for supporting regions in the face of climate change</b>       | <p>Egis is a leading international player in the fight against climate change, thanks to its work on operations of an overall amount equivalent to €10 billion in investment in works. Through our work on consulting, engineering and operations, we can have an influence on our clients' projects and emissions and take action on the three key drivers that are the mitigation, adaptation and sequestration of greenhouse gas emissions. For several years now, Egis has been providing products and services that are helping to build a decarbonised world and increase the planet's resilience. In 2018, we launched an initiative entitled «1.5°C Pathways», to gradually strengthen our low carbon solutions across all our assignments and areas of operation. We continue to promote our solutions based on three main priorities for action. Some of the most notable examples:</p> <p><b>Mitigation solutions or projects:</b></p> <ul style="list-style-type: none"> <li>• Cycle-Up (solution for the reuse of building materials, given that materials concern 56% of a building's carbon footprint),</li> <li>• Variways® (eco-comparison tool for road variants, which displays the GHG emissions for each variant),</li> <li>• Vetiver to stabilise soil (six times less CO<sub>2</sub> emitted, six times cheaper than a conventional method), and all our eco-design projects.</li> <li>• The «Tram Autrement» project, adjusted to the size of different cities (reduction of emissions per passenger transported),</li> <li>• Heating and cooling networks (e.g. at Saclay (French town), which is aiming for a carbon footprint three times lower than conventional gas heating),</li> <li>• Positive tolls (in Rotterdam (Netherlands) the traffic has been reduced by 8% during peak hours and represents 4,100 avoided trips and 27% less time wasted in traffic jams),</li> <li>• not forgetting our strategic studies to support the regions (e.g. Paris Low Carbon strategic study),</li> <li>• Renewable Energy (e.g. Wind-it which forecasts an annual gain of 70 teq CO<sub>2</sub> saved).</li> </ul> <p><b>Examples of adaptation:</b> with regard to flood prevention, our expertise in identifying the climatic vulnerabilities of a region, a city, a section of road, a structure (e.g. in Algiers), our systems for forecasting, monitoring and warning against flash floods; our ROSAU approach dedicated to improving urban resilience (the capacity of an urban system to recover its functions following a natural disaster).</p> | Qualitative        |

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

| ENVIRONMENTAL INDICATORS |

| THEME   | INTERNAL OR BUSINESS LINE OPERATIONS | DESCRIPTION  | 2018 RESULTS   | UNITS       |
|---|--------------------------------------|--|--|-------------|
| EET - Combating climate change  | Business lines                       | <b>Risks and opportunities related to climate change</b>                                   | <p>One of the strategic priorities of the «Imagine» project, an Egis Group Corporate Project, focuses on transition, including Ecological and Energy Transition (EET). With regard to EET, Egis has positioned itself to take account of climate change in spatial and urban planning, offering risk reduction solutions as well as low carbon solutions, for example, and/or promoting the development of biodiversity, and adaptation solutions. EET is an important way to make our solutions stand out in our core business activities (transport, building, urban, etc.). What's more, EET can be a growth driver for our Energy solutions (energy in cities, energy in regions). The growing demand from investors, insurers and clients in terms of climate commitment is a growth driver for Egis. In 2018, we highlighted our efforts in the fight against climate change with solutions marked «1.5°C Pathways».</p> <p>Our Ideathon, a competition of ideas, focused on the theme of low carbon engineering and operation.</p> <p>We also won some notable regional consultancy contracts: with the Nouvelle-Aquitaine Region, for the development of the «Climate, Air and Energy» component of its Regional Development, Sustainable Development and Regional Equality Plan, and with French city Aix-en-Provence for the development of its Urban Mobility Plan.</p> | Qualitative |
| Prevention of disturbance and waste<br>Pollution in the air, water and soil (excluding GHG) | Business lines                       | <b>Issues and impacts related to pollution of water and soil during construction</b>       | <p>Our building and infrastructure designs must incorporate the issue of water resources in order to limit the quantity and quality of waste. This is what we do in our projects that are often subject to administrative authorisations, where the thresholds for discharges into water are meticulously analysed and where regulations must be respected in terms of quality (larger infrastructure projects, for example). During the construction phase, as part of our works supervision assignments, the risk of spilling toxic products, contamination of the water table and so on, poses a real challenge that can have a significant impact on natural environments.</p>   | Qualitative |
| Prevention of disturbance and waste<br>Pollution in the air, water and soil (excluding GHG) | Business lines                       | <b>Measurements and results related to pollution of water and soil during construction</b> | <p>A wide range of solutions has been developed for the projects we manage. For example, reprocessing and on-site containment of polluted land. Pre-construction studies help us identify environmental risks related to the context (terrain, time of year, etc.) and suggest appropriate measures.</p> <p>Publication of a guide to good practices in temporary sanitation (construction site), created for the profession.</p> <p>In addition, one of our speciality areas here at Egis is focused on the water sector. As such, we design sanitation facilities to minimise pollution of the natural environment. Our tools developed in-house allow us to calculate the best solutions with regard to available techniques.</p>   | Qualitative |
| Prevention of disturbance and waste<br>Pollution in the air, water and soil (excluding GHG) | Business lines                       | <b>Issues and impacts related to pollution of water and soil during construction</b>       | <p>On our airport and motorway operations, accidents can cause fluids and hazardous materials to spill onto the ground and into the water. Chronic pollution is also a source of contamination of water and soil.</p>  | Qualitative |

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

| ENVIRONMENTAL INDICATORS |

| THEME   | INTERNAL OR BUSINESS LINE OPERATIONS | DESCRIPTION   | 2018 RESULTS   | UNITS                    |
|---|--------------------------------------|---|--|--------------------------|
| Prevention of disturbance and waste<br>Pollution in the air, water and soil (excluding GHG) | Business lines                       | <b>Measurements and results related to pollution of water and soil during operation</b> | Operating personnel receive safety training, and agreements are established with emergency resources. The infrastructures themselves may include equipment able to block or slow down pollution (pollution control basins). Egis has also developed a «dry basin» concept for tropical countries, which address both pollution and health aspects (by limiting mosquito breeding). All of these resources comply with the necessary authorisations and local environmental regulations where these exist. At our airports, we are implementing low-carbon environmental management and certification systems, which enable us to better manage and control our environmental impact  |                          |
| Water - Consumption and water supply  | Internal operations                  | <b>Total volume of water consumed</b>   | 19,393<br>Overall, our consumption has remained fairly stable for the past several years.  | m <sup>3</sup>           |
| Water - Consumption and water supply  | Internal operations                  | <b>Volume of water consumed by employee</b>   | 6.50   | m <sup>3</sup> /employee |
| Raw materials - Consumption of raw materials (excluding paper)                              | Business lines                       | <b>Optimisation of the use of materials and raw materials in the construction phase</b> | The optimisation and reuse of materials is an integral part of engineering work in the design phase, especially when we have been given an environmental assignment as part of a project. More and more, we are incorporating eco-design into our projects. Examples: on-site methods for the treatment of soil with low mechanical characteristics (sustainable earth project) and treatment of contaminated soils to avoid landfilling and the supply of new materials; methods for dry compaction of road surfacing materials to limit water use in areas of water stress; timber-building solutions on all types of projects (sports centres, high-rise buildings, housing, etc.).<br>On the services side, in 2018 we started Cycle Up, a platform dedicated to solutions for the reuse of building materials, created in collaboration with Icade. |                          |
| Raw materials - Paper consumption   | Mixed                                | <b>Amount of paper consumed</b>   | 170  | Tonne                    |
| Raw materials - Paper consumption   | Mixed                                | <b>Share of recycled paper in total consumption</b>                                     | 90   | %                        |
| Waste - Prevention, recycling and waste disposal  | Internal operations                  | <b>Total waste</b>  | 387<br>Down slightly compared to previous years  | Tonne                    |
| Waste - Prevention, recycling and waste disposal  | Internal operations                  | <b>Share of recycled waste</b>  | 16.41  | %                        |
| Waste - Prevention, recycling and waste disposal  | Internal operations                  | <b>Share of composted waste</b>   | 19.26  | %                        |

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

| ENVIRONMENTAL INDICATORS |

| THEME  | INTERNAL OR BUSINESS LINE OPERATIONS | DESCRIPTION   | 2018 RESULTS  | UNITS       |
|--|--------------------------------------|---|---|-------------|
| Waste - Prevention, recycling and waste disposal | Internal operations                  | <b>Share of waste to energy</b>   | 31.29   | %           |
| Waste - Prevention, recycling and waste disposal | Business lines                       | <b>Challenges and measures for the prevention/ recycling/ disposal of waste generated during site operation</b> | The nature of our Group's business means it does not generate much waste. Nevertheless, as an ISO14001-certified company, we carry out awareness-raising campaigns for our employees. We have set up sorting and recycling schemes on our sites and recycle materials such as those produced by I.T. (the largest recycling item along with garden waste, also recovered by mulching and composting). In addition, some of our motorway operations are ISO 14001-certified. As such, we provide sorting and recycling in accordance with the country's regulations. Same for our low carbon airports. | Qualitative |
| Waste - Prevention, recycling and waste disposal | Internal operations, Business lines  | <b>Policy related to the circular economy</b>   | In our internal operations, we take care to recycle all our computer equipment and small telecommunications equipment, as well as some of our daily waste. In our products and services for our customers, we incorporate solutions aimed at optimising resources. For example, in 2018, we launched a start-up with the company Icade named «CYCLE UP », to develop a collaborative platform devoted to solutions for the reuse of building materials.   | Qualitative |

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[www.rse-egis.fr/en](http://www.rse-egis.fr/en)  
sustainable-development.egis@egis.fr



15, avenue du Centre  
CS 20538 Guyancourt  
78286 Saint-Quentin-en-Yvelines Cedex  
**France**

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