

SUSTAINABILITY POLICY

“Committed to sustainable performance”

May 2025

OUR AMBITION

Sustainability is at the heart of the Group's development strategy, and it reflects the Group's commitment to designing and delivering reliable, responsible and resilient transport infrastructure and mobility solutions, to sustainably transform territories and the lives of the populations served. A pillar of our operational excellence and a performance lever, it relies on the expertise and commitment of our multicultural teams, the diversity of our professions and is based on the most demanding standards in terms of health, safety, security (3S), ethics, environment and diversity, equity and inclusion.

OUR OBJECTIVES

Our primary objective is to benefit populations and territories by shaping mobility solutions that respect the environment and serve future generations. Our commitment to sustainability ensures the success of our projects, reinforces their social and environmental acceptability and maximises their positive impact for communities. It is fully integrated into our daily corporate missions and practices, as a responsible and committed employer.

OUR COMMITMENTS

As key players in the design and delivery of infrastructure projects, we can integrate and promote the principles of sustainability at every stage of our operations.

TAKE ACTION FOR THE CLIMATE AND THE ENVIRONMENT

- Contribute to achieving carbon neutrality by 2050 to limit the global temperature rise, with a Climate trajectory for our sites and operations.
- Implement a sustainable design and construction approach in our projects.
- Design resilient infrastructures by anticipating changes in climatic conditions and adapting technical solutions to the effects of climate change.
- Act on our projects to preserve biodiversity and natural resources and reduce pollution.
- Implement pragmatic action plans based on carbon assessments and local specificities to reduce the carbon footprint of our sites and entities.

COMMIT TO COMMUNITIES AND TERRITORIES

- Design transport solutions to enhance attractiveness, economic development and regional service.
- Improve the quality of life of populations by facilitating mobility and access to essential services.
- Support the decarbonisation of territories in favour of a more sustainable mobility.
- Promote social and environmental acceptability of our projects, to encourage a balance between economic benefits, environmental impacts and societal expectations.

BUILD WITH OUR EMPLOYEES

- Ensure the health, safety, and security of our employees and partners, as well as a true quality of life at work (3S Policy).
- Commit against discrimination and promote diversity, equity, and inclusion within our teams.
- Cultivate a sense of belonging and give meaning to our employees by encouraging their participation in projects with a strong positive impact or in solidarity initiatives.
- Promote professional development and mobility by offering training and adapted career paths.


PROGRESS WITH OUR CLIENTS, PARTNERS, AND SHAREHOLDERS

- Place ethics at the heart of our practices by tolerating no compromise (E&C policy).
- Anticipate the specific needs of our clients to nurture trustful relationships and support them in choosing resilient solutions adapted to their local challenges.

We are committed to a continuous improvement approach and transparency with our stakeholders, by setting up a dedicated committee to monitor actions in sustainability and by publishing an annual sustainability report.



Jean-Charles Vallery
Chief Executive Officer



Arnaud Jeudy
Chief Finance and Administration Officer

