

# CIS

Integrated Life Support Services

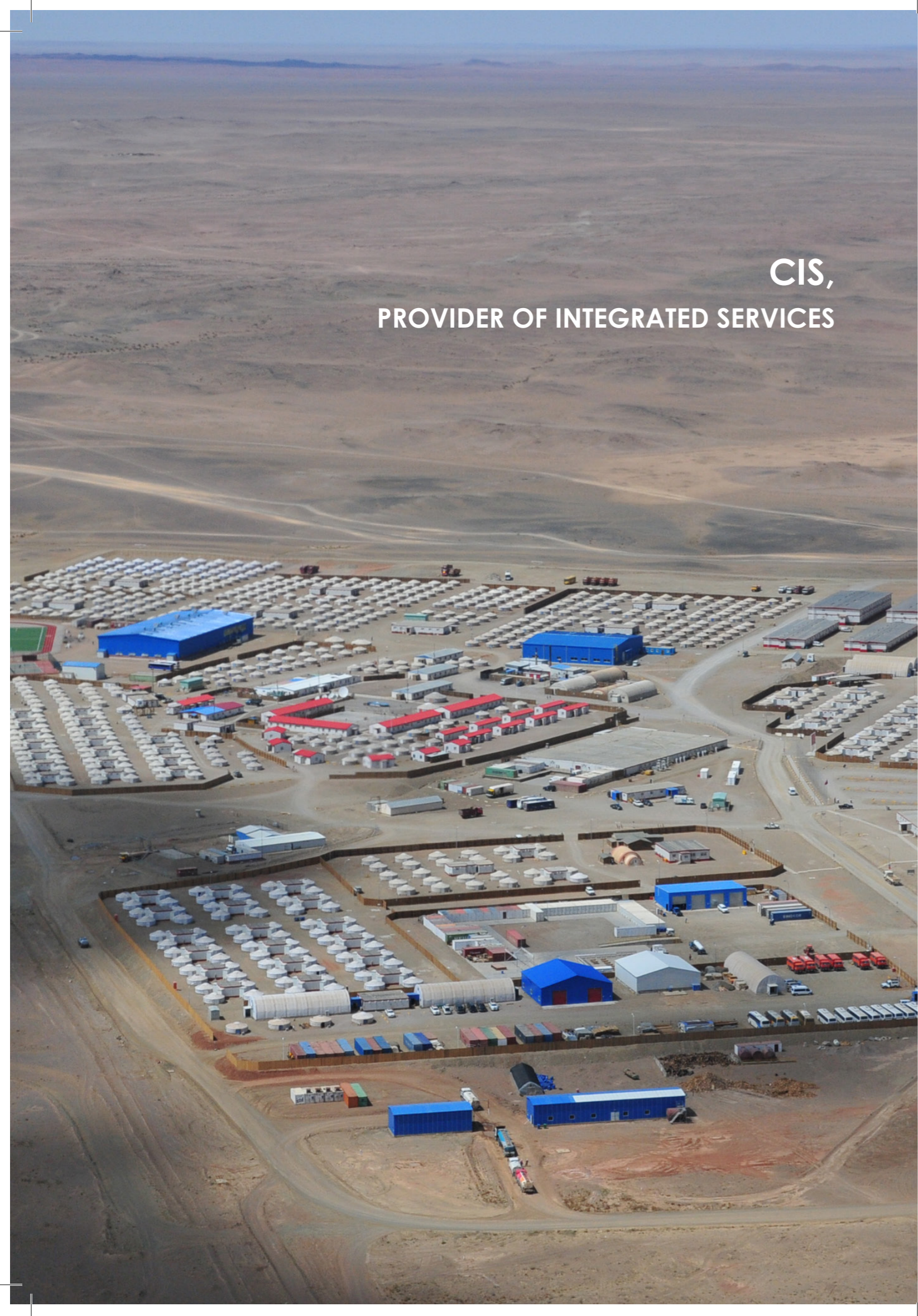


ANNUAL REPORT

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2018





# CIS, PROVIDER OF INTEGRATED SERVICES

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# CIS

Integrated Life Support Services

**INNOVATING  
AND CONQUER  
TOGETHER**

CIS in Kazakhstan



CHAIRMAN'S STATEMENT



Régis Arnoux

“ CIS has extended its geographical positions in 3 new countries: the Bahamas, Malawi and more recently Senegal ”

*Business dynamics accelerated in the second half of 2018, with CIS winning numerous tenders against major international players.*

*This record sales performance, in all of the Group's geographic areas, combined with the expansion of the service offer on certain contracts, materialises the quality and competitiveness of CIS.*

**CIS has extended its geographical positions in 3 new countries: the Bahamas, Malawi and more recently Senegal.**

*CIS has finalised **new alliances with key strategic partners** in our historic countries and in new countries with strong development potential.*

*These successes, as well as the numerous ongoing consultations, confirm the relevance of the **ARISE strategy**, which is being implemented on the Group's main subsidiaries.*

*The global context is now much more favorable. Oil prices and many raw materials remain at much higher levels than those recorded in 2018, and significant new investments are being made in geographic areas where we are already operating in the oil and gas and mining sectors.*

*In addition, the new presence of Denis Gasquet by my side as a special advisor, the future recruitment of a Deputy Chief Executive Officer, the quality, commitment and dedication of our teams at the headquarters and on sites as well as the relevance of our business model, are all strong elements to ensure the development and sustainability of CIS.*

*Innovating in order to offer more and more efficient and competitive solutions; to continually increase our expertise by relying on our teams, our know-how and our common values.*

“ **Innovating in order to offer more and more efficient and competitive solutions** ”

*Finally, I would like to thank all CIS employees around the world, our customers, our shareholders, our partners and all those who contribute to CIS success today and tomorrow.*

**I am very confident about the development outlook for 2019 and beyond: innovating and conquer together.**

**Régis Arnoux**  
**Founder & Chief Executive Officer**



**CIS AT A GLANCE**

Since 1992, the CIS Group has been supporting major players in the hydrocarbon, mining, construction and armed forces sectors at every stage of their projects, in the most isolated urban, industrial, offshore and onshore environments, in almost 20 country.

As a provider of integrated services, CIS has developed a full range of services and turnkey solutions, to bring comfort and security to residents and contribute to the performance of our customers, in the daily management of their sites.



**Our vision**

**Become the international reference operator for integrated services for major projects in the hydrocarbon, mining, construction and armed forces sectors.**

**Our missions**

- > To improve the well-being of our residents
- > To guarantee the safety of our teams on site
- > To offer reliable, innovative and competitive solutions in compliance with international quality and safety standards
- > To pursue a lasting relationship with our customers, shareholders, partners and employees, based on the quality of our services and trust
- > To constantly increase our expertise
- > To limit the impact of our activities on the environment
- > To participate in the socio-economic development in our subsidiaries through local employment, the training of our teams, the use of local supplies and the creation of sustainable development projects

**>48 millions**  
meals served  
in 2018

**200 sites**  
of operation  
in  
**20 countries**

**25**  
business skills  
at our customers'  
service

**65**  
nationalities  
among our teams

**>11,000**  
employees  
worldwide

**224,2M€**  
2018  
FY revenue

**Our values, our DNA**

---

Passion

Integrity

Boldness

Respect

Excellence

Responsibility



GOVERNANCE



**Denis GASQUET \* (A)**  
Special advisor to Régis Arnoux

**Julien SALAS \* (B)**  
Deputy Managing Director

**Stéphane CAILLE \* (D)**  
Human Resources VP

**Franck BRIESACH \* (C)**  
CFO

**Natacha CARTAGENA \* (E)**  
Communication VP



**Régis ARNOUX \*\*\* (1)**  
Chairman and Founder of CIS Group (1992)  
Chairman of the Board of Directors  
Member of the CIS Foundation  
Chairman of FINRA

**Frédéric BEDIN \*\* (6)**  
Chairman of the Board of Hopscotch Group

**Monique ARNOUX \*\* (2)**  
Vice-chairwoman of the CIS Foundation

**Gonzague de BLIGNIERES \*\* (7)**  
Chairman of Raise Investissement and Raise Conseil  
Member of the CIS Compensation Committee

**Florence ARNOUX \*\*\* (3)**  
Key Accounts Manager at CIS  
Member of the CIS Strategic Committee  
Administrator of EVOLEN and MEDEFI  
Foreign Trade Advisor, Paris Committee

**Henri de BODINAT \*\* (8)**  
*(Cantos Ltd)*  
Chairman of Time Equity Partners  
Chairman of the CIS Strategic Committee

**Frédérique SALAMON \*\*\* (4)**  
Advisor to the Chairman of the CIS Group  
Member of the CIS Internal Audit Committee  
and CIS Strategic Committee

**Yves-Louis DARRICARRERE \*\* (9)**  
*(YLD Conseil)*  
Senior Advisor at Lazard Ltd  
Chairman of the Franco-Kazakh Business Council  
Member of the CIS Strategic Committee and CIS  
Compensation Committee

**Sophie Le TANNER \*\* (5)**  
*(Financière Lucinda)*  
Member of the CIS Internal Audit Committee  
Chairman of the CIS Compensation Committee

**Amiral Pierre-François FORISSIER \*\* (10)**  
*(Marine Firminy)*  
Chairman of the CIS Internal Audit Committee

\*\*\* Board of Directors, Managing Committee and CIS Executive Committee

\*\* Board of Directors

\* Managing Committee and CIS Executive Committee





# CIS

Integrated Life Support Services

**INTEGRATED  
SOLUTIONS,  
CUSTOMISED  
SERVICE**

CIS in Mongolia (SSM subsidiary)



# CATERING

>48 million meals served in 2018

>95% local purchasing in 2018

Health4you

Nutritional programme

developed by CIS



For more than 27 years, catering has been our main activity. CIS offers a complete range of menus combining conviviality and nutritional balance, respecting food habits and customs as well as international quality standards.

Whether on land or offshore, CIS creates tailor-made solutions to meet the specific constraints of these environments and the requirements of each customer. Our staff, working closely with our clients, is trained to develop appetising menus for residents. In terms of food safety, we constantly monitor all processes, from manufacturing to service, to ensure the highest quality on each of our sites.



Catering



Sourcing and logistics



Special events

# ACCOMMODATION



Integrated RFID system

in order to facilitate the laundry management



Accommodation Management System

To provide the best management of « in&out » flows and optimise the camp occupancy rate



Reception service



Accommodation management



Laundry service



Cleaning and housekeeping



Concierge service

CIS also provides a range of accommodation services, from camp administration to e-concierge service, and guarantees the cleanliness of the linen, accommodation units as well as all the installations on site.

CIS offers its customers integrated planning and traceability solutions thus ensuring the optimisation of accommodation, the fluidity at reception as well as quality reporting.



# FACILITY MANAGEMENT AND INTEGRATED SERVICES

More than **25 trades** at our customers' service

> **100 000** multi-technical maintenance tasks per year

**ONEPass** New badge access control system



- Cleaning operations
- Engineering, design and construction
- Access control
- Maintenance
- Water treatment
- Fire safety
- Shiphandling and procurement
- Fleet management
- Transport of personnel
- Availability of skilled staff
- Recreational activities and leisure
- Waste management
- Landscaping
- Pest control

Because the needs of our customers are specific and precise, the CIS Group has developed a range of integrated services to support our clients throughout their projects.

We master different types of services, from access control to multi-technical maintenance, sewage and waste treatment, construction of accommodation units as well as the complete management of on-site facilities.

We ensure the proper management of on-site facilities while respecting health and safety standards, so our customers can focus on their core business, with the guarantee of receiving the most efficient and tailored services.







**CIS**  
Integrated Life Support Services

**THE DIGITALISATION  
AT THE SERVICE OF  
OUR PERFORMANCE**





# THE DIGITALISATION AT THE SERVICE OF OUR PERFORMANCE

**ONEPass**  
The unique badge authorising access and payment on site

**Supply Management System**  
Ingenious menu planning and real-time inventory management system



SystemONE is a combination of integrated digital solutions which aim to improve the daily management of sites and enhance the well-being of residents.



Integrated management systems



Digital services for residents



## SystemONE: Integrated Digital Solutions



### IMPROVEMENTS FOR CAMP RESIDENTS

- Safer living conditions
- Easier camp life
- Healthier lifestyle
- Improved access to digital entertainment and personal development

### BENEFITS TO OUR CLIENTS

- Safety and security
- Improved monitoring and cost control
- Motivated workforce and productivity
- Efficiency and business continuity
- Employer image and attractiveness





# CIS

Integrated Life Support Services

## AN INTERNATIONAL GROUP, A LOCAL ANCHORAGE

CIS in Eritrea



# IN AFRICA



The African zone represents

**51%**

of CIS Group's revenue

## Malawi and Senegal

2 new countries of operation in 2018 and 2019

### ALGERIA

- > Our subsidiary CIEPTAL: 1st international catering group in Algeria
  - > Large logistics base of **17,000 m2** in Hassi Messaoud
  - > **4,500 employees**
  - > **90 sites** of operations
- > **Triple certification:** ISO 9001 / ISO 14001 / OHSAS 18001
- > Recent major success with **ENTP: Mobilisation of 30 sites**
  - > Diversification in the industrial sector with **TAYAL**
  - > Continuation of the performance plan "ARISE Algeria" launched in April 2017



### MAURITANIA

- > For 8 years, our subsidiary CNA Mauritania has been supporting **KINROSS** on the **TASIAST** project, the largest gold mine in Africa
  - > **2500 residents** on site
  - > QHSE Performance: CNA Mauritania celebrated **5 million hours without injury**
- > CNA Mauritania recognised by Kinross Tasiast for the **excellent work of CNA Maintenance teams**
  - > Awareness campaigns on food waste



### SENEGAL

- > New country of operation in 2019 with a new customer **ERAMET**, a French leader in mining and metallurgy



### MALI

- > Recent development in the mining sector
  - > New development with the **largest solar farm in Africa**
- > CSR: donation of school supplies to 10 villages near our operation area in Komana and donation of road signs to 4 schools in Bamako



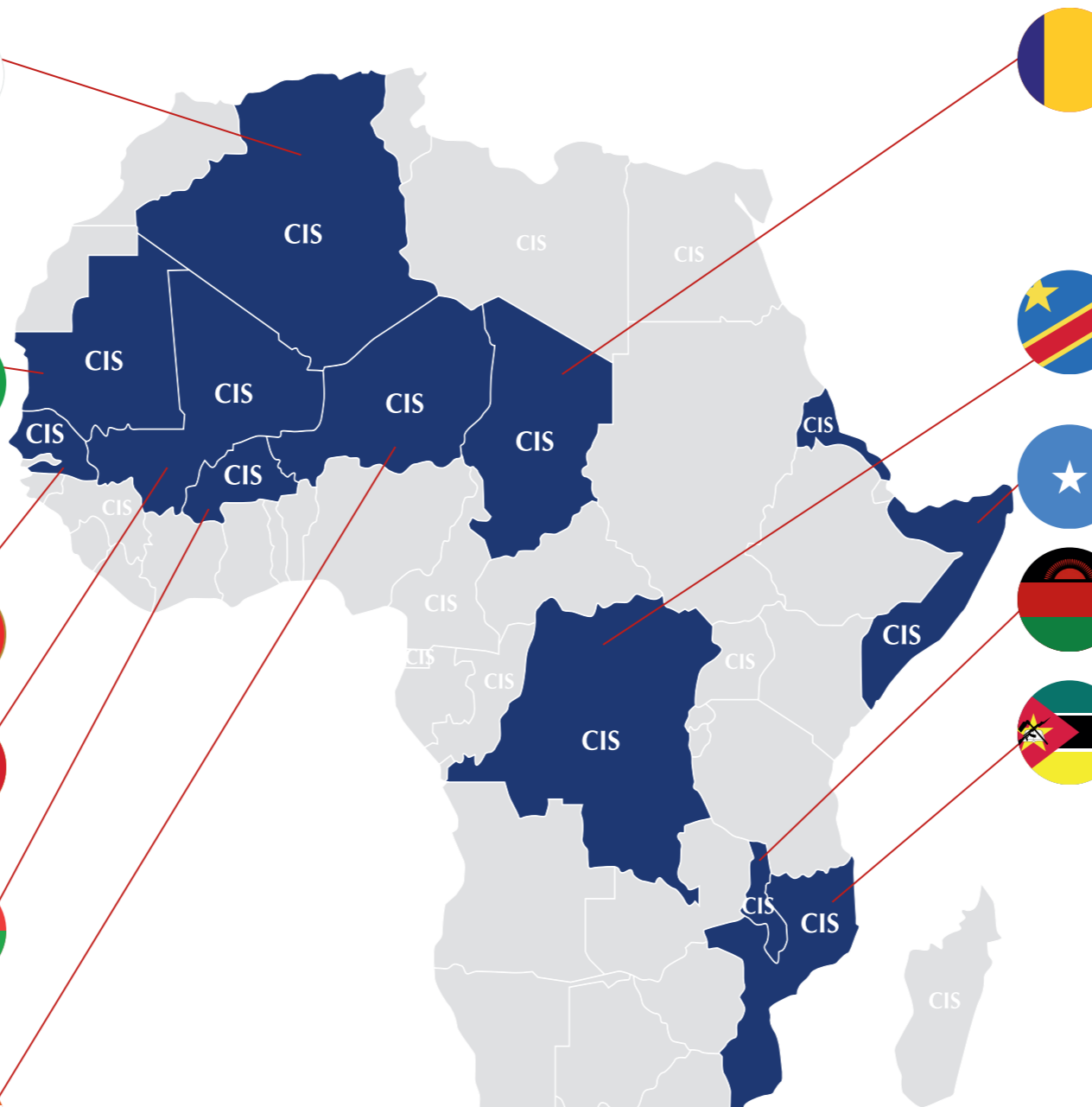
### BURKINA FASO

- > Recent developments in the mining sector
- > Celebrating **5 million hours without injury** on the site of Boungou (**SEMAFO**)
- > CSR: **Creation of a butchery** in Boungou and participation in the **construction of an orphanage** in Ouagadougou



### NIGER

- > Supporting our client **ORANO** on the **COMINAK** and **SOMAIR** mines since 2016
  - > Continuation of our activities with the **military forces**
  - > CSR: for two years CIS Niger has been supporting a local organisation **helping widowed and single women through a market gardening project** in the region of Arlit where CIS operates



### CHAD

- > Presence in the oil sector with **EXXONMOBIL** for the past 18 years without interruption
- > Excellent operational performance
- > **Renewal of ISO 9001, ISO 14001, OHSAS 18001 certifications**
- > CSR: Launch of «**A Brighter Future**» programme, a guideline for our sustainable development plan in Chad with an action per month



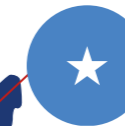
### DEMOCRATIC REPUBLIC OF CONGO

- > Continuation of our activities in the **offshore oil sector**
- > Accompanying the customer **DATHCOM** (subsidiary of **AVZ Minerals**) on their mining exploration project
- > CSR: Road Safety Campaign



### SOMALIA

- > Renewal of all our contracts
- > Expansion of our storage capacity



### MALAWI

- > New country of operation in 2018
- > Accompanying the mining Group **VALE** in Malawi where CIS provides **catering services to 300 employees** in the city of Blantyre



### MOZAMBIQUE

- > **CIS Moçambique** has been present for **6 years** in the mining and construction sector
- > Renewal of our contract with our historical customer **VALE** on the railway line project that links the Moatize coal mine to Nacala
- > **800 residents** on site - **350,000 meals served** per year
- > Signature of the first contract in Palma, with **GABRIEL COUTO**, building the airport in support of the LNG megaproject
- > QHSE performance: **1 million hours of work without injury**
- > CSR: Provision of 400 meals to children at Nachiropa School in Nampula Province



Camp site in Senegal

CIS in Mauritania - 5M hours without LTI



CIS in Chad





CIS team in Russia



Remote site in Russia

Eurasia represents  
**26%**  
of CIS Group's revenue

**Diversification  
of our services**



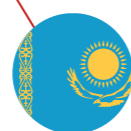
**RUSSIA**

- > Our Russian subsidiary has signed **3 significant contracts** with major players in the oil, mining and engineering sectors
- > Diversification of our services with fuel distribution, in particular
- > QHSE performance: celebration of the **5 million hours worked without injury** on the **MAIRE TECNIMONT** site, for the whole subcontractors



**MONGOLIA**

- > Our subsidiary in Mongolia, SSM, associated with the TAVAN BOGD Group (created by Baatarsaikhan Tsagaach) has renewed its major contract with the Australian group **RIO TINTO**, world leader in the mining sector, following a highly competitive international tender
- > Opening of a new restaurant and a new central kitchen for **8,000 residents**
- > **22,500 meals** served daily
- > Opening of new accommodation blocks with more than **5,000 additional beds**
- > SSM receives the **bi-annual security award** from its client
- > CSR: Food donations, donations of school materials, support for schools in Khanbogd village close to our operation site, training of children on topics such as health, safety, environment and nutrition, purchase of food from local cooperatives



**KAZAKHSTAN**

- > In Kazakhstan, CIS was awarded two major contracts, one with **NCOC** (North Caspian Project - major oil company) and another one with **KAZMinerals** (major mining company) for the **AKTOGAĪ** copper mine in Eastern Kazakhstan, in the border of China
- > CIS in Kazakhstan celebrated 20 years of collaboration with the **PKKR** Petroleum Group
- > CSR: Sponsorship of various socio-cultural associations and financial support to orphanages



Remote site in Kazakhstan



CIS team in Mongolia (SSM)



Remote site in Mongolia



**IN LATIN AMERICA AND THE BAHAMAS**

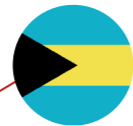
**The Bahamas**

new country of operation



CIS in Saudi Arabia

**IN THE MIDDLE-EAST**



**THE BAHAMAS**

- > Intervention on an island off the Bahamas for the **BOUYGUES GROUP**.
- > **Food and accommodation services for 300 residents** on a construction site.
- > **Extreme** climate and isolation conditions



CIS in the Bahamas



**SAUDI ARABIA**

- > Presence of CIS since 2015
- > Countries with **strong development potential** in the oil and gas sector



CIS in Brazil



**ERITREA**

- > CIS continues to operate facility management activities for the **VINCI Group** on the Dahlak island, in the Red Sea off Eritrea, in association with Qatari investors



CIS in Eritrea



**BOLIVIA**

- > CIS has been present in Bolivia since 1998
- > Diversification of our activities to **corporate catering**
- > **Renewal of ISO 9001, ISO 14001, OHSAS 18001 certifications**
- > CSR: reduction of electricity, water consumption and organic waste



CIS in Bolivia





# CIS

Integrated Life Support Services

**COMMITTED TO  
A SUSTAINABLE  
AND RESPONSIBLE  
GROWTH**

Agricultural cooperative  
in Mozambique



# ENSURING QUALITY AND SAFETY IN OUR BUSINESS



## Quality control programme

To ensure the highest level of service quality on each of its operational sites, CIS implements a quality control programme and a QHSE monitoring system that meets international health and food safety standards. CIS applies the quality standards imposed by the catering sector. Our quality management system provides for a very strict process at every stage, from food preparation to serving meals. The QHSE teams on site carry out controls at each of these stages (quality control of foodstuffs, hot and cold temperature etc.). Finally, before each sitting, samples of each dish are taken and stored. CIS head office as well as some of its subsidiaries are certified ISO 9001. This standard defines the criteria for a quality management system, which include a strong client focus, the motivation and implication of management, and the continual improvement of the services we offered.



### Customer Satisfaction Survey Program

CIS has installed satisfaction terminals at the exit of the dining rooms. Thus we can gauge our operational performance and above all identify areas for improvement.



## Enjoyment, well-being and nutrition

### Nutritional programme developed by CIS

Meals are a time for sharing, relaxing and enjoying each other's company. To ensure the well-being of our clients, CIS has launched an awareness-raising campaign: we train and inform our clients of the risks associated with the over-consumption of certain foods and the importance of good nutrition and regular physical activity.

The Group has also developed and implemented an innovative nutritional programme:

> The **Health4you** programme focuses on providing residents with a balanced diet: on certain operational sites, residents receive personal guidance from a Group nutritionist and a sports coach. On the Oyu Tolgoi site in Mongolia, for example, more than 1,000 residents are involved in the H4U programme.



### Integrated Menu Engineering

CIS has developed a Menu Engineering tool, making it possible to generate standard recipes and technical sheets that can be used to develop menu cycles adapted to the energy needs of our residents, and to manage stock levels.

## Food safety

More than 48 million meals are served each year on all of our sites in strict compliance with international food safety standards.

Several CIS subsidiaries are certified ISO 22000 for food safety management and OHSAS 18001 certified for occupational health and safety management systems.

To help its teams comply with the Group's QHSE commitments, CIS has implemented several tools, such as the Best Food Safety Practices Guide, which aims to ensure compliance with international health and food safety standards (HACCP). Checks are also organised on a regular basis across all of our sites.

CIS is implementing the digitisation of QHSE controls through tablets, allowing better data traceability and reporting.



## Occupational safety

Each new employee at CIS receives occupational safety training and is made aware of the risks associated with their functions. In addition, weekly "Safety Meetings" and daily "Toolbox Talk" are held on our operational sites.

On each operational site, QHSE teams record and analyse LTIs (lost time injuries). On our operations in Chad, we have not recorded any LTIs in the past 13 years.

The Group's sites in Mauritania and Mongolia have created their own training centres to develop team awareness of the need for compliance with QHSE standards.



COMMITTED TO A SUSTAINABLE AND RESPONSIBLE GROWTH

## BEING A PLAYER IN THE SOCIO-ECONOMIC DEVELOPMENT



>98%  
local  
employment

>22  
local agricultural  
initiatives  
created and developed  
by CIS

A Brighter Future  
Sustainable development  
programme  
launched in Chad

CIS implements a number of sustainable development policies in favour of the communities living close to our operational sites.

### Local procurement and creation of cooperatives

CIS supports local agricultural production by developing partnerships with local suppliers and by creating cooperatives with local farmers.

Several hundred local agricultural cooperatives are included in the CIS value chain: more than 95% of purchases are made locally for all available products.

*In Mozambique, CIS has implemented a sustainable development programme called "Seeds for Development." This initiative supports 250 local farmers, by helping them learn sustainable farming techniques that they can then use to diversify their production and increase their crop yield.*

*In Kazakhstan, we buy all available products from local producers.*

*In Chad, CIS has created farming businesses that are now managed by the local community.*

### Supporting local employment

We promote recruitment from the communities living close to our operational sites in order to improve their daily lives, provide training and offering them a lucrative and stable job.

*In Chad, for example, all the operational management positions are held by local people and all of the staff hired to provide services to our client EEPCI (ExxonMobil) are Chadian nationals.*



CIS in Burkina Faso

### Education & well-being of children



In all of its subsidiaries, CIS is involved in initiatives to improve the daily lives of children and families belonging to the local community.

*In Burkina Faso, CIS supports the non-profit organisation ASEFV (Association Soutien aux enfants et femmes vulnérables), which assists vulnerable women and children. Through this non-profit, CIS has already partnered the creation of an orphanage, which is home to fifteen children since 2017, and has financed the purchase of a cereal mill that will eventually be managed by ASEFV directly.*



This year, in Chad, CIS has created a sustainable development programme called «A Brighter Future» to guide its actions. CIS Chad is a partner of the Grand Coeur Foundation, whose First Lady of Chad, Mrs. HINDA DEBY ITNO is the President. This foundation aims to fight against social inequalities, to improve the well-being and the development of populations and to promote merit and excellence.



CIS in the presence of the First Lady of Chad

*CIS Chad also supports the orphanage of the «God Bless» Foundation, helping a hundred children in N'Djamena.*

### Food waste sorting and recycling

CIS has introduced composting on many of its operational sites. Waste is destroyed and reused to fertilise the soil for new crops (cabbage, peppers, etc.), thus providing a substitute for chemical fertilisers.

### Environment

Our management methods are designed to acknowledge the environmental impact of our activities, to assess this impact and to reduce it. Environmental management is part of our sustainable development approach.

### Paperless procedures

Our teams are in the process of rendering on-site QHSE inspections paperless by introducing electronic archiving solutions for QHSE data, temperature, health and other controls. This will ensure high-quality monitoring and facilitate reporting.

*Our Chadian subsidiary has achieved its goal of reducing its impressions by 30% in 2018.*





COMMITTED TO A SUSTAINABLE AND RESPONSIBLE GROWTH

## VALUING OUR STAFF AND TALENTS



25 000  
training hours  
financed in 2018

67%  
of strategic positions  
have been filled  
internally in 2018

CIS Team in Mongolia (SSM subsidiary)

The CIS Group is based on strong values: passion for an atypical profession, remote site management in extreme environments, and daringness. This combination gives each employee a taste for adventure and the necessary curiosity to conquer new territories and new markets.

Without passion or daringness, the CIS adventure would be impossible!

The professionalism and expertise of our teams have allowed us to establish ourselves as one of the world leaders in the field of remote site management in extreme environments. The complementarity of people and skills, as well as the diversity of our 11,000 employees is our greatest asset.

### Equality Men / Women

The CIS Group strives to encourage and promote gender equality in all its sites and countries of operation.

At the end of 2018, the proportion of women in the Group's average workforce was 39%, which is steadily increasing.

*In Asia, 77% of our staff are women. More precisely, 70% of our staff in Mongolia are female and this rate achieves 80% in Russia and Kazakhstan.*

*In Burkina Faso, women represent 42% of the workforce and two key positions in the finance and human resources departments are held by women.*

*At CIS Group's headquarters in Marseille, the female employees account for 68% of the staff.*

### A five-step process

In order to contribute to the performance of our customers while promoting the development, commitment and evolution of our teams, the CIS Group has implemented a global HR policy allowing personalised support for each of its employees as soon as they enter the company.

#### > Recruitment

The CIS Group implemented a **unified recruitment process**, backed by powerful and increasingly dematerialised tools combining **local recruitment and international recruitment** in order to attract the best skills.

In 2018, the Group's recruitment needs in **key positions** remained stable with a slight increase of 1%.

*More than 1500 new applications were recorded by the Group in 2018.*

In addition, the Group's developments are generating ever more opportunities for internal mobility for our employees.

*In 2018, 67% of Open Strategic Positions by the Group have been filled internally.*

#### > Training

At the headquarters and in each of its operating sites, CIS organises **tailored training programs to each employee, regardless of their position**. Our goal is to strengthen the professionalism of our teams for more quality in the services offered to our customers. Our QHSE managers provide specific training, particularly in the sensitive areas of hygiene and food safety.

In addition, through assessments, the Group has set up a system to identify the training needs for global actions in order to increase the skills of the Group's key employees.

*In 2018, the CIS group financed more than 25,000 hours of training for all its employees.*

#### > Induction

Integration remains one of the key success factors when hiring. CIS offers a **global induction programme** (information meetings, welcome booklet), completed with **personalised courses**, allowing employees to quickly understand their local work environment and fit with the Group's values.

#### > Assessment

The CIS Group has rolled out a global evaluation program to highlight the needs in terms of training and identify local and international talents through performance or the collection of knowledge, and mobility and evolution wishes.

*In 2018, more than 60% of the Group's key employees benefited from an annual evaluation.*

#### > Career management

The **human factor remains CIS 'main asset**, and it is by developing its employees that the Group continues to **build loyalty and meet the requirements of its customers in terms of skills and quality of service**.

Recruiting, integrating, evaluating, training with one main purpose: to develop and retain our employees and offer real career development within an international group.





## RESPECTING OUR ETHICAL POLICY



## THE CIS CORPORATE FOUNDATION

Share a common definition of our values, ambitions and ethics



**2008**  
Creation of the CIS Corporate Foundation

**104**  
young people helped included **22** in 2018

The CIS Foundation provides support to young people of **18-25 years old**

Given the activities of the CIS Group, its international dimension and the cultural diversities that compose it, we are eager to share with all our employees throughout the world, whatever their functions and their origins, a common definition of our values, ambitions and ethics.

It is essential that, individually and collectively, everyone acts and shares the same values of transparency, integrity and honesty within the Group. Respect for moral, deontological and ethical rules is necessary to ensure a climate of cohesion and mutual respect for all employees and must reinforce the trust of third parties, and in particular our customers, our suppliers, our partners, our shareholders, and all the people who participate to our activities and our development.

The Group has therefore deployed an **anti-corruption programme** by issuing an **Ethics Charter** as early as 2004, defining the common core of rules to be respected by each. Going further in the process, and in accordance with the law n ° 2016-1691 of December 9, 2016 relating to the transparency, the fight against corruption and the modernisation of the economic life, known as «Loi Sapin 2», the Group adhered in 2017 to the «**Middlenext Anti-Corruption Code of Conduct**», a product of the joint thinking of a group of companies - including CIS - committed to promoting business ethics.

It is therefore essential that everyone familiarise themselves with this Middlenext Anti-Corruption Code of Conduct and the Ethics Charter and comply with it in all circumstances. It is obviously not possible to deal comprehensively with all the situations that might arise. However, the principles set out in the Middlenext Anti-Corruption Code of Conduct and the Ethics Charter provide a baseline and give the spirit in which the situation must be addressed.

In addition, the CIS Group respects and adheres to:

- > The principles of the UN Global Compact,
- > The principles of the Universal Declaration of Human Rights of 1948,
- > The principles of the International Labor Organization,
- > The guiding principles of the OECD.

*« I thank each and every one of you for your constant ethical commitment and your compliance with the core values of the CIS Group. » - Régis Arnoux, CEO*



Created in 2008 at the initiative of the Chairman-CEO of CIS Group, Régis Arnoux, the CIS Corporate Foundation is currently chaired by Loïc Souron and Monique Arnoux (Vice Chairwoman).

The foundation aims to provide financial and personal support to young adults (aged from 18 to 25 years old) who wish to start or continue their studies; they are accompanied until they enter the corporate world or achieve their professional goals.





# CIS

Integrated Life Support Services

## FINANCIAL INFORMATION

Chad



## FINANCIAL INFORMATION

**1998**  
Initial Public Offering  
of the CIS Group

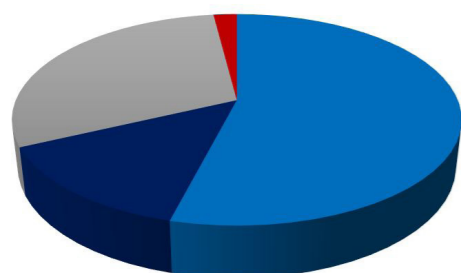
**224,2 M€**  
2018 FY revenue

Faits marquants **2018**



### Shareholding structure

as of 31 december 2018



Arnoux Family 54%  
Aloyan Family 14%  
Public 30%  
Autocontrol 2%

Stock exchange *Euronext Paris*  
Market *Compartment C*  
ISIN *FR0000064446*  
Main Index Tradable *CAC All-Tradable*

### Changes in the share price



### Share data

	2016	2017	2018
Number of shares at 31 december	8,041,040	8,041,040	8,041,040
Market capitalisation at 31 décembre (M€)	135.9	136.6	73.7
High	€ 16.94	€ 21.3	€ 19.75
Low	€ 11.46	€ 14.84	€ 9.00
Average trading volume	3,740	5,108	2,510
Earnings per share	€ 0.28	€ 0.54	€ 0.61
Net dividend	€ 0.06	€ 0.11	€ 0.12

### 2019 Financial calendar

> **14 June 2019**

AGM 2018  
annual accounts

> **7 August 2019**

Publication of  
2019 Q2 revenue

> **20 September 2019**

Publication of  
2019 H1 results

> **23 octobre 2019**

Publication of  
2019 Q3 revenue



# CIS

Integrated Life Support Services

## OUR REFERENCES

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ACC - AFRICANSKIES - AKUO ENERGY - ALFANAR CONSTRUCTION - ALSTOM  
- ANADARKO - ANDRADE GUTIERREZ - ARABIAN GULF CONSTRUCTION  
- ARCHIRODON - AVA ALGÉRIE - AVZ MINERALS - B2GOLD - BARRICK  
GOLD - BECHTEL - BHP BILLITON - BOUYGUES - CAMECO - CDN - CEGELEC  
- CHACO - CHEVRON - CIMENTOS DE MOÇAMBIQUE - CLN - CNPC - DALMA  
ENERGY - EEPIC - ENAFOR - ENGIE - ENI - ENSP ENTP - EQUINOR - ERAMET -  
EXXONMOBIL - FLUOR - GABRIEL COUTO - GLENCORE - HALLIBURTON - HATCH  
- HUMMINGBIRD RESOURCES - HYUNDAI - JGC - KATCO - KAZ MINERALS -  
KAZATOMPROM - KBR - KINROSS - LAFARGE - L'ARMÉE DE TERRE / MINISTÈRE DE  
LA DÉFENSE - LUKOIL - MAIRE TECNIMONT - MCDERMOTT - MMG - NCOC - NIPIGAS  
- NOVATEK - ONESUBSEA - ORANO - OREZONE - OYU TOLGOI - PAVLIK GOLD -  
PERENCO - PETROBRAS - PETROCHAD - PETROFOR - PETROKAZAKHSTAN - PHILIP  
MORRIS - POLYMETAL - POLYUS GOLD - QDVC - RESOLUTE MINING - RIO TINTO -  
RUASHI MINING - SAIPEM - SAMSUNG ENGINEERING - SANOFI - SBM - SCHLUMBERGER  
- SEMAFO - SHELL - SMB - SNC LAVALIN - SONATRACH - TARGET - TASTIAST - TECNICAS  
REUNIDAS - TECHNIPFMC - TOTAL CITRUS - TOTAL - UNITED HYDROCARBON - VALE - VAN  
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