

The Chairman

Declaration of support for the Global Compact (September 2011)

Bouygues Immobilier, a subsidiary of the Bouygues Group, is a major property development company in France and Europe.

Present in France, Belgium, Spain, Poland and Portugal, Bouygues Immobilier carries out residential, corporate property and business park projects.

Bouygues Immobilier employs 1,430 people (in December 2010) among whom 250 new hiring. Its sales totaled €2,539 million in 2010.

In 2006, Bouygues Immobilier decided to participate in the United Nations initiative that brings companies together with labour and civil society to support ten universal principles in the areas of human rights, labour standards, the environment and anti-corruption. This initiative brings meaning and values to an increasing globalised and interdependent world.

Economic performance, ethical business practices, and strict control of risk related to our activities are the defining elements of Bouygues Immobilier's strategy. Our participation in the Global Compact furthers this commitment.

Besides being an instrument of development, this initiative helps us to be more attentive to our customers and to provide better service. It is a means of improvement for the company and all its employees, reflecting our dedication to innovation and architectural quality.

I believe that technology and innovation are a possible response to the environmental challenges facing us and it is also for this reason that we support the Global Compact.

As chairman and chief executive officer, I am firmly behind our commitment to this progress initiative, which is one of our most important priorities.

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Human Right - Labour - Anti-Corruption (Principles 1, 2, 4, 5 and 10)

Bouygues Immobilier is present in countries respectful of human rights and where the right to work is regulated, particularly that of children. Those countries are Poland, Belgium, Spain and Portugal.

Bouygues Immobilier also resorts to the local subcontracting. In the event that a subcontractor would use an unknown supplier, Bouygues Immobilier appeal to ECOVADIS, a firm specializing in suppliers' evaluation and accreditation on criteria related to the sustainable development such as social practices.

Furthermore, Bouygues Group has set up a CSR Charter which Bouygues Immobilier refers in contracts signed with suppliers.

Bouygues Immobilier also refers to the Group's Code of Ethics and his principles in its actions. This value reflected in the company by setting up training for employees called "Respect and Performance". Thereafter, a Committee on Ethics and Sponsoring has been created in 2004, which oversees the actions of Bouygues Immobilier to ensure compliance with the values and rules of the Group. In December 2010, a charge of Ethics has been appointed.

Labour (Principles 3 and 6)

Bouygues Immobilier had 1,440 employees at end-December 2010, 48% of them women. The average age of the workforce is 39. A third of the recruits were recent graduates and two-thirds already in employment. Bouygues Immobilier started recruiting again in 2010 to cope with the upsurge of activity in the housing business, hiring 250 new employees.

Four CSR agreements

After the older worker agreement in 2009, four more agreements were concluded with social partners in 2010:

- an agreement on methods for negotiations on CSR issues;
- an agreement on quality of life at work, implemented through a program called BI & Me which covers aspects such as working better together, time management training and preventing excessive stress;
- an agreement on gender equality in recruitment, careers and pay;
- an agreement on the employment and integration of disabled people, including commitments on the resources devoted to promoting integration and supporting disabled people within the company and setting the target for 2011 of recruiting at least ten disabled employees (all forms of contract).

Environment (Principles 7, 8 and 9)

- **Energy management at the heart of innovation**

Through its leading position in low-energy and positive-energy buildings, Bouygues Immobilier has developed new skills in building energy management with the aim of helping users to control their energy consumption and reduce their energy bills.

Residential property

In 2010, Bouygues Immobilier started to market the Fort d'Issy project in Issy-les-Moulineaux, the first eco-community in the immediate vicinity of Paris. For delivery in 2013, the 12-hectare neighbourhood will include 1,535 housing units and 1,590 sq metres of retail space plus offices and public amenities. Heating and domestic hot water will be produced by a geothermal system. The neighbourhood will also have a highly innovative compressed-air waste collection system and a car-pooling scheme with an integrated reservation system.

All the high-energy performance buildings will have BBC-Effinergie® low-energy certification and a system that enables occupants to monitor energy consumption in real time and control windows, lighting and heating, room by room. These operations can be performed remotely from a mobile phone, helping occupants to keep complete control over their energy costs.

Commercial property

Green Office®, the first large-scale positive-energy office building in France, will consume 40 kWh/sq m/year⁽⁶⁾ and produce 64 kWh/sq m/year from a plant-oil boiler that generates both heat and power and a photovoltaic power plant with 4,200 sq metres of panels.

In order to guarantee the building's energy performance⁷, and hence control over its operating costs, the operator has concluded an innovative Energy Performance Contract (EPC) with Steria, the user. The agreement between the owner, the operator and the tenant is based on sophisticated energy management software developed by Bouygues Immobilier. The software is used to assess the various components of energy consumption (lighting, heating, ventilation, IT, etc.) in real time and generates reports and alerts when costs exceed predefined thresholds so that the operator and the tenant can take appropriate measures to remedy the situation. The EPC also includes a bonus-malus mechanism, applied annually, to share any excess costs between the operator and the tenant.

Neighbourhoods

Drawing on its experience in the residential and commercial property segments, Bouygues Immobilier now aims to combine its expertise in eco-community development with its energy management skills. It has embarked on a research and development programme called Embix with other partners, including Exprimm (a Bouygues Construction subsidiary) and Alstom, on the subject of smart cities (sustainable low-energy communities that seek to be autonomous in energy terms).

- **Green value**

Green value in new buildings

Sustainable development has become an essential factor in all property transactions. Regarded until now as just one evaluation criterion among others, it is now becoming a key element in major users' location decisions.

Firms seeking mobility are particularly attentive to controlling costs, especially those of operating their future building. In addition to their environmental virtues, green buildings address this concern directly by offering much lower operating costs than older buildings. Central to Bouygues Immobilier's strategy, green property will be a powerful driver of growth over the coming years. In both the commercial and residential property segments, Bouygues Immobilier has been one of the first to stake out a position in sustainable development and can now boast a genuine lead.

The company introduced High Environmental Quality (HQE®) for all its major office programmes in 2006 and started designing large-scale positive-energy office buildings two years later with the launch of its innovative Green Office® concept.

Green value in existing buildings

The arrival of a new generation of HQE® and positive-energy office buildings has completely changed the complexion of the office segment.

Aware that traditional buildings are obsolescent, users are highly sensitive to the new rules of the environmental game. Investors are also increasingly attentive to green value, since under the Grenelle environmental plan they have eight years from 1 January 2012 in which to cut the consumption of post-1948 office buildings by 40%.

Spotting an opportunity, Bouygues Immobilier has developed a service package called Réhagreen® to enhance the value of existing property assets. After conducting a thermal diagnosis, Réhagreen® takes a comprehensive approach to the asset in order to determine all the potential areas of value enhancement, based on multicriteria analysis that combines technical, regulatory, functional and planning aspects. Réhagreen® produces a range of value enhancement scenarios and includes a decision support feature to help guide owners in their choice according to their strategy. A number of large-scale studies were conducted for investors in the Paris region in 2010, covering a total of almost 100,000 sq metres.

2010: the delivery of major flagship projects

Bouygues Immobilier enhanced its image as a specialist in energy-efficient buildings with the completion of several projects in the 160,000-sq metre Seine Ouest business district in Issy-les-Moulineaux, a real showcase for the company's know-how. All of the buildings have HQE® High Environmental Quality certification. In 2010, the company delivered Ewater and Tour Sequana. One of the first high-rise buildings of over 40,000 sq metres with HQE® certification, Sequana consumes 40% less energy than a building constructed to RT 2005 thermal regulations³.

Bouygues Immobilier also delivered a 30,000-sq metre retail park at Orange-les-Vignes which has a photovoltaic roof with 12,000 panels. Europe's biggest photovoltaic power plant incorporated into a public building, it is capable of producing the equivalent of the annual domestic electricity consumption of a town with 3,500 inhabitants.

Green Office®: an innovative and highly successful concept

Launched in 2008, the first Green Office®, a large-scale, positive-energy office building, was let with an energy performance contract to Steria in December 2010, seven months before delivery. With a surface area of 23,300 sq metres, the building can accommodate up to 1,550 employees. It has dual environmental certification, HQE® and BREEAM4 Excellent Europe 2008. The design generates a real environmental and financial benefit for

its future user, since the building consumes 65% less energy than one constructed to RT 2005 thermal regulations and reduces the output of CO₂ by 400 tonnes a year.

Bouygues Immobilier recently became the first property developer in the world to obtain BREEAM International certification with an Outstanding rating for its second Green Office® project in Nanterre, designed by the architects Di Fiore. With net floor area of 35,200 sq metres and able to accommodate 2,150 employees, it will consume 75% less energy than an HQE® RT 2005 building.

A third Green Office® is already planned in the Paris region.

Low-energy business parks in the regions

In addition to Green Office® projects, Bouygues Immobilier aims to develop business parks in the regions, drawing on the know-how of its Urbiparc subsidiary. Acquired by Bouygues Immobilier in January 2010, Urbiparc has over thirty years' experience in the commercial property segment and, in the 1980s, introduced the concept of the Miniparc business park, now to be found in about 15 cities around France. Deeply committed to sustainable development, Urbiparc builds low-energy commercial buildings and is currently rolling out a new range, called Ecospace, of passive-energy5 or even positive-energy buildings.

- **Controlling our greenhouse gas emissions**

Systematic carbon balances

Having carried out a first carbon balance of its direct greenhouse gas emissions in 2008, Bouygues Immobilier decided in 2010 to extend carbon balances to all its programmes begun during the year. At the same time an internal reporting system was introduced that will enable the company to carry out a complete carbon balance for all its activities.

Bouygues Immobilier's aim is to reduce greenhouse gas emissions both from its direct activities (staff travel, energy and paper consumption, etc.) and from its property development programmes.

Energy efficiency and reducing CO₂ emissions

Bouygues Immobilier's commitment to high energy performance in all its property development programmes has a direct impact on the greenhouse gas emissions of buildings during their operating phase.

The theoretical energy performance of the buildings delivered by Bouygues Immobilier in 2010 will save 123,000 tonnes of CO₂ equivalent over a 30-year operating lifespan.

Promoting Green IT and videoconferencing

Green IT is one the main strands of Bouygues Immobilier's sustainable development policy. It aims to place new technologies at the service of the company in order to encourage new working methods and reduce the carbon footprint and energy consumption.

After developing the GreenIT Factory® concept in 2009, enabling it to cut the energy consumption of its data centres by 30%, Bouygues Immobilier reduced its energy consumption by 10% as a result of optimisation measures while increasing its data storage capacity by 120%.

Bouygues Immobilier is also rolling out a plan to issue invoices and contracts in electronic form and is encouraging mobile working and videoconferencing for inter-site meetings. 59% of staff in 2010 had laptop PCs and the number of videoconference hours rose by 60% between 2009 and 2010 to over 6,700 hours.

- **Corporate social responsibility**

Bouygues Immobilier continued its sponsorship commitments in 2010, especially through its corporate foundation created in February 2009.

In 2010, the Bouygues Immobilier corporate foundation, which aims to place architecture and urban planning at the service of the environment and the community, renewed its sponsorship agreement with the Cité de l'Architecture et du Patrimoine for a further three years and is now the Cité's biggest sponsor. The foundation also coordinates the Observatoire de la Ville, an urban planning think tank. The chosen theme for 2011 is the urban mix in all its forms, functional, generational, social and morphological. A partnership has also been established with the Master's degree course in urban planning at Sciences Po in order to encourage students to work on the subject. The results of their research will be published and discussed at the end of 2011.

The Bouygues Immobilier corporate foundation supported the Médiaterre project launched in 2010 by Unis-Cité, an association that has pioneered voluntary community service in France. This first initiative, intended to raise awareness of green behaviour among families from disadvantaged neighbourhoods in order to reduce their energy bills, was a success for both the families and the young volunteers taking part. Tangible results were achieved, including an average €12 a month reduction in energy bills, a halving of water consumption, a reduction in waste and a change in eating habits. Bouygues Immobilier staff were able to pass on their sustainable development expertise and support the initiative by training and mentoring the young volunteers.