

The Chairman

Declaration of support for the Global Compact (October 2012)

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

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

Bouygues Immobilier employs 1,583 people (in December 2011) among whom 370 new hiring. Its sales totaled €2,465 million in 2011.

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, 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.

François BERTIERE



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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 and Spain.

Bouygues Immobilier also resorts to the local subcontracting. In the event that a subcontractor would use an unknown supplier, Bouygues Immobilier appeals to ECOVADIS, a firm specialized in suppliers' evaluation and accreditation on criteria related to 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 reflects 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 person in charge of Ethics has also been appointed.

Labour (Principles 3 and 6)

Bouygues Immobilier had 1,583 employees at end-December 2011, 48.5% of whom are women. The average age of the workforce is 39. Bouygues Immobilier hired 370 new employees : a third of the recruits were recent graduates and two thirds already in employment.

Three CSR agreements

For several years Bouygues Immobilier has been committed to a 'disabled people-friendly' approach. Apart from an agreement on the employment and professional insertion of the disabled people, which was signed in 2010, Bouygues Immobilier has initiated 5 priority courses of action :

- Increasing recruitment of people with disabilities by taking on at least 30 disabled employees over 3 years.
- Extending subcontracting into the sheltered employment sector, namely using firms that enable the severely disabled people to exercise an occupation under specially adapted conditions.
- Assisting employees with disabilities in the procedures for recognition of their status as disabled workers.
- Keeping disabled workers in employment by, if necessary and wherever possible, redefining job descriptions and covering their complementary health-insurance costs.

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- Carrying out awareness campaigns and training for the entire workforce to guarantee that everyone espouses the 'disabled people-friendly' approach.

Furthermore, always responsive to its people's concerns, Bouygues Immobilier carried out an in-house survey in October 2011. Entitled "Well-being and Performance", the survey was intended to find out what its employees think about the company's human resources policy. Carried out by Ipsos, an independent organisation, using an anonymous questionnaire, it showed that employees are generally very satisfied with their working conditions. 93% of respondents said that they were proud to work for Bouygues Immobilier.

Another example of Bouygues Immobilier commitment was carried out in April 2011 : Bouygues Immobilier held its first Community Day as part of the Solid'R operation, during which 82% of staff replaced a normal working day with practical voluntary work for charity. Organized with Unis-Cité, it was the biggest corporate community day in France to date. 1,200 employees took part in this **Solid'R Day** held at Bouygues Immobilier, donating their time and skills to 49 local associations and charities which makes up to 8,400 hours of voluntary work in a single day.

Environment (Principles 7, 8 and 9)

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.

- **Environment at the heart of Bouygues Immobilier strategy**

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 a delivery between February 2013 and February 2014, the 12-hectare neighbourhood will include 1,620 housing units and 1,590 sq metres of retail space plus offices and public amenities including a 350 fruit trees orchard and 4ha of green spaces. 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. To support development of social mixity in the neighbourhood, the Fort d'Issy will include 164 social housing.

All 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.

To go further, in March 2012, the Provence Nord Agency inaugurated our first positive energy housing building, Vert Eden in Aix-en-Provence. With its 20 rooftop solar panels and 162 photovoltaic panels, the building produces more energy than it needs.

In addition, Bouygues Immobilier recently launched the construction of a new positive energy housing building of 140 apartments in Nanterre.

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, and sold to SCOR in May 2011. 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 users, since the building consumes 65% less energy than one constructed under RT 2005 thermal regulations and reduces the output of CO2 by 400 tons 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 architect Di Fiore. With net floor area of 35,200 sq metres and its ability 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, Green Office® Rueil, with net floor area of 35 000 sq metres including 19,000 sq metres for Unilever and a delivery which is planned at the end of 2014.

Green value in existing buildings : Rehagreen®

The property sector in France (residential and commercial combined) accounts for 46% of energy consumption and 25% of CO2 emissions. **Sustainable construction** is absolutely essential, of course, but it is not enough because new buildings represent only 1% the building stock in France. **Sustainable rehabilitation** of existing buildings is a key factor in reducing the property sector environmental footprint.

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 January 1st, 2008, to cut the consumption of post-1948 office buildings by 40%.

Spotting an opportunity, Bouygues Immobilier has developed a service package called Rehagreen® to enhance the value of existing property assets. After conducting a thermal diagnosis, Rehagreen® 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. Rehagreen® produces a range of value enhancement scenarios and includes a decision support feature to help owners in their choice according to their strategy.

The mutual insurance group MACSF has just launched the construction of Campus Val de Bièvre in Gentilly, south of Paris. As well as being designed and developed by Bouygues Immobilier, this is also a Rehagreen® operation which aims to renovate and rehabilitate the existing site. Campus Val de Bièvre will be the first Rehagreen® development including demolition and reconstruction. Designed by architect firm Valode & Pistre, it will meet the following current international benchmarks:

- RT 2012 thermal regulation

- HQE® passport (High Environmental Quality label), "Exceptional" level, with a 4-star "occupier health" rating
- BREEAM certification

With Campus Val de Bièvre, Bouygues Immobilier is realizing a virtuous property development, at the forefront of sustainable development

Neighbourhoods : UrbanEra®

UrbanEra® approach reflects Bouygues Immobilier's commitment to imagining the city of the future. A pioneer in smart building design with Green Office®, Bouygues Immobilier is now teaming up with new industrial partners to develop the essential technologies and, thus, reduce energy consumption at neighbourhood level.

Launched in September 2011, it marks the start of a new phase in Bouygues Immobilier development.

With Green Office®, Bouygues Immobilier built France's first smart office building.

With Ginko, the first UrbanEra® project built in Bordeaux (South-West of France) and several more new projects concluded this year, Bouygues Immobilier has gone further, scaling its energy expertise up to neighbourhood level, as well as addressing the new needs of local authorities, and meeting residents expectations for a more sustainable and more desirable urban environment. With UrbanEra®, Bouygues Immobilier has come up with the first 360° approach to the urban eco-system, based on the interdependence of buildings and functions. Energy management and provision of long-term urban services will keep Bouygues Immobilier involved throughout the entire lifecycle of its projects. Bouygues Immobilier is now positioning itself as a full-service urban operator. In that respect, UrbanEra® represents a future source of growth and a platform for our development in the years to come.

For instance, IssyGrid® is the first full-scale trial of a smartgrid able to fine-tune energy production and consumption at the level of an entire neighbourhood. Located in the Seine Ouest business district in Issy-les-Moulineaux, near Paris, IssyGrid® will be the first district smartgrid in France, spanning 160,000 m² and meeting the needs of almost 10,000 people. The Fort d'Issy eco-neighbourhood, with its 1,500 apartments and 4,500 inhabitants, will be connected to the smartgrid in 2013. Electric vehicles charging and street lighting will also fall within the scope of the project.

The Hikari project - 3 buildings in mixed-used development zone - is part of the Lyon Confluence urban development project and is remarkable for its progress in energy efficiency. Buildings incorporate three sources of renewable energy production:

- photovoltaic panels on the roof and front of the housing blocks which will produce the equivalent of around 160 houses consumption,
- a geothermal energy system,
- a cogeneration power plant fuelled by locally produced rapeseed oil.

It is proposed to pool the energy consumption and production of the three buildings through an energy communication network.

- **Controlling our greenhouse gas emissions**

Systematic carbon balances

After carrying 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 programs 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 aims to reduce greenhouse gas emissions both from its direct activities (staff travel, energy and paper consumptions, etc.) and from its property development programs.

Energy efficiency and reducing CO2 emissions

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

Promoting Green IT and videoconferencing

Green IT is one the main strands of Bouygues Immobilier 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 Green IT Factory® concept in 2009, leading to a cut in its data centers energy consumption by 30%, Bouygues Immobilier reduced its energy consumption by 10% as a result of optimization 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. Thus, the number of videoconference hours rose by 7% between 2010 and 2011 up to 7,200 hours, while business trips decreased by 21%.

- **Corporate social responsibility**

Bouygues Immobilier continued its sponsorship commitments in 2011, 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 environment and community, renewed its sponsorship agreement with the Cité de l'Architecture et du Patrimoine, in Paris, for a further three years and is now the Cité's biggest sponsor. The foundation also coordinates the Observatoire de la Ville, a urban planning think tank. The chosen theme for 2011 was the urban mix in all its forms, functional, generational, social and morphological, that lead to an exhibition in Cité de l'Architecture et du Patrimoine.

The Bouygues Immobilier corporate foundation also supports the Médiaterre project launched in 2010 by Unis-Cité, an association that has pioneered voluntary community service in France. This initiative intends to raise awareness of green behaviour among families from disadvantaged neighbourhoods in order to reduce their energy bills, that proved to be a success for both the families and the young volunteers : indeed successful results include 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 support the initiative by training and mentoring the young volunteers.