



EXTRA- FINANCIAL REPORTING

2019
INDICATORS

NON-FINANCIAL REPORTING

2019 INDICATORS

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GOVERNANCE INDICATORS



THEME	DESCRIPTION	2019 RESULTS	UNIT
SD/CSR governance	SD/CSR strategic objectives and challenges	<p>Egis has drawn up a strategic plan named Vision 2025, which will allow the Group to move onto a new stage in its development by tackling the challenges currently facing our world. This plan is based on a core set of values, a vocation (imagining a sustainable future for the benefit of people and social progress), and two strategic priorities: first, the transport and mobility of the future, and second, the construction of sustainable cities for all... Two key priorities through which we collectively face two major challenges: the climate emergency and the digital revolution. Based on this strategic plan, three SD/CSR objectives have been defined:</p> <ul style="list-style-type: none"> • Taking action for our future regions, • Taking action for ethical, profitable and sustainable growth, • Taking action for employee well-being. <p>In 2019, given the urgency and the Group's expertise in these matters, Egis decided to strengthen its commitment to fight climate change.</p> <p>Several notable events in 2019 testify to this commitment:</p> <ul style="list-style-type: none"> • Egis has set itself the goal of being carbon neutral by 2050 • Egis signed Syntec-Ingénierie's climate engineering charter (Syntec-Ingénierie is a professional federation of consulting engineering companies in France) • Egis signed the public statement from structural and civil engineers declaring a climate and ecological emergency (an initiative that joins the 'Construction Declares' movement bringing together the declarations of many countries and various construction-related sectors of activity) • Egis signed the Women's Forum charter to contribute to the advent of a post-carbon economy and a more inclusive world. • Egis was among the very first companies to respond to the student movement "For an ecological awakening" (pour un réveil écologique) • Egis signed the Act4Nature commitment 	qualitative
Governance - Innovation	Amount of R&D investments eligible for the French Research Tax Credit	31 +12.5% compared to 2018. We have also made substantial investments in R&D abroad, and these continue to rise, like in Brazil where the amount of investments reached €230K in 2019 and some of our developments have won local awards.	€ million
Governance - Risk	Integration of environmental, social and governance risks into our global risk mapping	<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. For the year 2019, the Egis Group has identified 15 major risks. They were monitored during the various process reviews and the annual Management review (in line with the QSE Performance approach). These risks include, in connection with ESG* criteria: employee health and safety (especially when travelling abroad), business ethics, the impact of the working environment on employees, the adequacy of resources for jobs and skills needs, and disclosure of information (business and personal).</p> <p><i>See the 2019 EFPS for more information on major risks</i></p>	qualitative
Governance of the SD/CSR Policy	Certification procedures	Since 2015 we have standardised our initiatives/joint certification system for the majority of Egis's French companies, with regard to quality, safety and the environment (QSE): the triple certification was awarded to the Group in October 2015 and has since been extended.	qualitative
Governance of the SD/CSR Policy	Environment/Area of activity covered by ISO 14001	42.00	%
Governance of the SD/CSR Policy	Performance/Area of activity covered by ISO 9001	100.00	%
Governance of the SD/CSR Policy	Health/Area of activity covered by the OHSAS standard	60.50	%

ESG : Environmental, Social and Governance

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THEME	DESCRIPTION	2019 RESULTS	UNIT
Partnerships and commitments	Memberships and Affiliations	<p>Main affiliations:</p> <ul style="list-style-type: none"> Egis is represented in several offices and commissions of Syntec Ingénierie (including the CSR commission), Membership of the CLUB de Paris des Directeurs de l'Innovation (Paris CLUB of Innovation Directors). <p>Examples of involvement in organisations related to Egis's business lines:</p> <ul style="list-style-type: none"> Founding member of the French Association for Low Carbon Buildings (Association Bâtiment Bas Carbone), IDDRIM (French Institute for Roads, Streets and Mobility Infrastructures), Chair of Médiacconstruct's Scientific and Technical Committee (digital model), IBTTA (International Bridges, Tunnels, Turnpikes Association), France GBC (Green Building Council), Institute of Risk Management, Eliothe (Egis subsidiary) is vice-chair of the AdivBois commission for the development of timber buildings, Member of the French National Research and Technology Agency, Saint Quentin en Yvelines Club Climat Energie (board member). <p>Organisations related to SD:</p> <ul style="list-style-type: none"> Association of Sustainable Development Managers (C3D), Décider Ensemble (Board member), SD Club France, CEEBIOS (European Centre of Excellence in BIOmimetics in Senlis - France), Nature programme 2050 and member of B4B+, Business clusters (Advancity, Aerospace Valley, Lyon Urban Truck and Buses, I-Trans), <p>Fondations: Palladio Foundation (founding member).</p>	qualitative
Partnerships and commitments	External commitments relating to SD/CSR	<p>Main commitments and partnerships:</p> <ul style="list-style-type: none"> Membership in the Global Compact (since 2011), Signatory to the Vivapolis Charter (2014), Signatory to the Guiding Principles for constructive stakeholder dialogue (2015) Signatory to the Commitment Charter for consulting firms in the field of environmental assessment (June 2015), Membership in the 2050 Nature Club, Signatory to the 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, Signatory to the Shift Project manifesto, Publication of "THE EGIS HUMAN RESOURCES MANAGEMENT CODE" and applicable to our partners, Egis has signed the Act4Nature commitment. <p><i>N.B. see the line above (Strategic priorities and challenges) for climate commitments</i></p>	qualitative
Sustainable Procurement	CSR issues are now taken into account in relations with suppliers and subcontractors	Egis has incorporated CSR clauses into several of its contracts, in particular for purchases related to the operation of its buildings, in the IT field, for contractual relationships with our vehicle suppliers, and in the context of intellectual services. The Group is working to increase the existence of such CSR clauses and criteria in its procurement of services, according to the demands of its customers. 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. A Procurement department was created in 2019, and further discussions on sustainable procurement are set to take place in 2020.	qualitative
Sustainable Procurement	Volume of purchases from companies in protected and adapted work sectors	203,000 (a slight decrease compared to 2018: 206,000 and 210,800 in 2017) <i>N.B. Indicator for France, no equivalent in other countries</i>	€ excl. tax

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THEME	DESCRIPTION	2019 RESULTS	UNIT
Sustainable Procurement	Sustainable procurement policy	<ul style="list-style-type: none"> Until mid-2019, we had no formal sustainable procurement policy; our policies were mainly focused on the environmental responsibility of our travel policy, vehicle hire policy, and of the maintenance of gardens and buildings (continuation of the procurement policy with ESAT - Establishment and Assistance Services through Work). In the field of IT, we have signed a contract with a company that recycles a good proportion of our old equipment and mobile phones. Since July 2019, a Procurement Officer is in charge of defining a purchasing strategy for the Group, structuring and steering the purchasing process, and supervising the operational management of centralised procurement (vehicles, travel, supplies, etc.). As part of its role, he leads and coordinates all Group purchases. 	qualitative
Risk prevention and crisis management	Legal action for anti-competitive behaviour	<p>0</p> <p>No legal action or litigation identified</p>	Number
Fair practices and transparency	Business Ethics and Compliance Policies	<p>Egis is 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"> an Ethics and Compliance Charter (available in 9 languages), a code of integrity, a Business Partners' Code of Integrity. <p>In addition, an action plan relating to risk management was reviewed in the first quarter of 2018. It incorporates the requirements of the French Sapin 2 law and the law on the duty of vigilance. 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	Fight against corruption, fraud, money laundering and funding terrorism Preventive actions and policies	<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. Our main achievements in 2019 were:</p> <ul style="list-style-type: none"> Significant efforts in face-to-face training, especially abroad (1,740 people trained), A campaign complementing the e-learning course on business ethics and a compulsory module for newcomers, Introduction of "Ethical moments", Creation of a "Conflict of Interest" procedure, Development of a new methodology for Bribery & Corruption risk mapping, with strengthening of the risk identification phase, Consideration of ethics in the recruitment process, Preparation of a guide on processing of alerts. 	qualitative
Fair practices and transparency	Share of employees trained in anti-corruption and money laundering	74% face-to-face and 31% via e-learning in 2019	%
Fair practices and transparency	Fight against corruption, fraud, money laundering and funding terrorism Incident management systems	<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"> Give Egis the tools it needs for "day-to-day" management of its operational risks in addition to work on assessment; Collect and maintain data to quantify operational risks, and to gather the necessary resources; Support business line managers and operational staff in the management of incidents; Categorise incidents by evaluating the financial impacts in particular; Generate analyses and summary reports at any time for General Management and Caisse des Dépôts; Prevent their occurrence and/or contain the consequences. <p>17 internal alerts and 1 external alert were received in 2019. Half related to business ethics or integrity, the other half concerned HR matters.</p>	qualitative

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THEME	DESCRIPTION	2019 RESULTS	UNIT
Fair practices and transparency	Information for employees on policies and procedures related to anti-corruption and money laundering and the funding of terrorism	<p>All employees have access to:</p> <ul style="list-style-type: none"> • The procedures, available in the Egis Book, our management frame of reference • The "Ethics and Compliance" themed section on My Egis (intranet) • The internal whistleblowing system accessible from My Egis and via a specific internet link. <p>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 Ethics and Compliance Charter 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).</p>	qualitative
Fair practices and transparency	Information for business partners on anti-corruption and anti-money laundering policies and procedures	<p>For several years now, our contracts with our partners have systematically included an ethical 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.</p>	qualitative
Fair practices and transparency	Professional whistleblowing and confidentiality	<p>Implementation of the internal whistleblowing system at Group level in 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, and ensures the confidentiality of information and the protection of personal data. It consists of:</p> <ul style="list-style-type: none"> • a procedure that defines the scope of the alerts, their reporting and processing methods, and the measures in place for protection, • an internet platform, • and telephone messaging service accessible to all employees from the My Egis portal (home page) or from the internet link specified in the procedure. Some general information and a video were sent to all Group employees at the launch of this new tool. 	qualitative
Fair practices and transparency	Whistleblowing	<p>17 internal alerts and 1 external alert were received in 2019. Half related to business ethics or integrity, the other half concerned HR matters. (2018 = 3)</p>	quantitative
Equality	Proportion of women in governing bodies	<p>Board of Directors: 4 women out of 11 members General Management Committee: 4 women out of 8 members Executive Committee: 4 women out of 17 members</p>	x/y proportion

SOCIAL INDICATORS



THEME	DESCRIPTION	2019 RESULTS	UNIT
Employment	Employment and recruitment	<p>Egis employs more than 15,000 people worldwide, including more than 10,000 internationally. Subsidiaries located abroad generally have a small number of expatriates and mostly employ people on local contracts who we then integrate and train in our activities.</p> <p>In 2019 in France, the Group consisted of 4,074 employees. Women represent 41% of new hires vs. 27% in 2018.</p> <p>The staff turnover rate is 12.5%</p> <p><i>(N.B. 2019 uses a new calculation method that does not allow comparison of the result with previous years)</i></p>	qualitative and %
Employment Policy	Policy for an intergenerational workforce	<p>In 2019, 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 50% of the people recruited in France in 2019 were under 30 years old - 52% in 2018. The use of people on work-based learning schemes also continues to flourish, with an average of 81 trainees over the year (71 in 2018 and 2017).</p> <p>The average age of employees is 42 years old for France (down slightly since 2016) and 38 years old in Brazil (stable).</p>	qualitative
Diversity and equal opportunities	Anti-discrimination policy	<p>The main actions in this field focus on gender equality, age, and disability. In 2016 and 2017, Egis negotiated three group agreements relating to these themes: an agreement on the inclusion of workers with disabilities, an agreement on gender equality (which was renegotiated in 2019 - resulting in the publication of a new agreement), and an agreement on the generation contract. With regard to diversity, and as a result of Egis's international exposure, 100 nationalities are represented at Egis, and multicultural profiles are sought. Recruitment teams should be educated on this theme</p>	qualitative
Diversity and equal opportunities	Anti-discrimination measures	<p>In 2018, publication and distribution of a Global HR Management Code to BUs' HR departments (Egis's world scope). 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.</p>	qualitative
Diversity and equal opportunities	Wage gap between women and men	<p>3.22% (3.46% in 2018)</p> <p>Until 2019, the calculation was carried out across equivalent hierarchical positions according to the weighting method for the gender gaps observed by position. In 2019, the indicator calculation method was changed, and now uses the "gender equality" index. This is based on the calculation of five indicators, the first of which concerns the pay gap between women and men. If we were to use the same method as last year, the rate would be 3.63%.</p>	%
Employability and training	Training Policy	<p>In a context of strong growth and the increasing internationalisation of its business, Egis is committed to helping its employees develop and flourish in a fulfilling and dynamic work environment, offering a range of career opportunities in our many professions, fields of activity and target countries of development. Training is an essential aspect of our HR policy, for maintaining our expertise, developing our managerial culture and promoting a cross-business approach, as well as ensuring the employability of staff by continuously developing skills. Egis is developing a company-wide learning culture, facilitating access to multi-modal training resources (e-learning, on-the-job training, conferences, learning communities, etc. for all teams. The skills development initiatives related to our corporate project aim in particular to:</p> <ul style="list-style-type: none"> • Accelerate our digital transformation • Ensure that the climate challenge is taken into account in all of our activities and projects • Uphold ethics and compliance • Maintain technical excellence in our businesses and areas of activity • Strengthen our ability to manage increasingly complex projects • Ensure respect for our managerial commitments to support the teams through the transformations to come. <p>In 2019, the share of the payroll devoted to continuous training was 3% (3.5% in 2018) and the rate of access to training (in France) was 58% (same as in 2018); this rate is 35.3% in Brazil, with an average of 8 hours' training per employee, almost twice as much as in 2018.</p>	qualitative + %

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THEME	DESCRIPTION	2019 RESULTS	UNIT
Employability and training	Career support policy	<ul style="list-style-type: none"> • Management system using annual targets • Career appraisals by each BU • People reviews performed by each BU • A Group-wide talent management process (annual people reviews & succession plan) for specific groups: leaders, directors of major Group projects, high-potential women. 	qualitative
Development of career paths	Geographical and professional mobility	Professional and geographical mobility is also a key element for the development of career paths and the loyalty of our employees. In 2019, 3.9% of the workforce were geographically transferred within the scope of our French subsidiaries . 104 collective transfers (Transfer of personnel between companies following reorganisation/Buildings Consulting staff transferred to the Consulting BU) + 58 individual transfers between Egis companies in 2019. In Brazil, just under 1% of employees transferred to another of the Group's geographical sites.	qualitative and %
Working conditions	Policy for work/life balance	<p>The number of people in regular telework continues to increase with 7% (285 people) in 2019, compared to 6.5% in 2018, 5% in 2017 and 4% in 2016. The breakdown of women/men who regularly telework is stable: 55% of teleworkers are women and 45% are men, representing 10.4% of female employees (10% in 2018) and 5% of male employees (the same as in 2018). A group agreement on teleworking was signed in April 2019.</p> <p>Part-time employees represent 8.1% of the workforce in France (8.3% in 2018)</p> <p>Quality of life at work/the right to disconnect: Group agreement signed in November 2018. 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.</p>	qualitative
Working conditions	Occupational health and safety policy	<p>Employee safety is another major issue, especially in the context of work abroad. For several years now, Egis has been rolling out its ""Safety attitude"" initiative, which not only applies to employees working in offices but also to those who travel as part of their work, or those who are affected by our projects.</p> <p>Egis is OHSAS 18001 certified, for a scope that has already doubled in terms of percentage of activity between 2014 and 2017.</p> <p>In 2019, 61% of our activity was certified (53% in 2018). In addition, the accident frequency rate fell over the 2018/2019 period for France, amounting to 3.6% in 2019 vs. 4.3% in 2018.</p> <p>For international assignments, a safety and security policy is in place for assignments and stays abroad, using a tool that tracks the itineraries taken during trips, to locate and alert travellers and expatriates in case of problems. Monitoring is also carried out. It is updated at least 11 months of the year and is sent to all managers in charge of teams travelling abroad. It is also accessible on the intranet.</p>	qualitative
Working conditions	Occupational Health and Safety - Responsibilities and Procedures	Following the definition of a delegation system and its deployment in 2017, in 2018 the roles and responsibilities in the field of health and safety (premises, project management and hierarchical, collective responsibility) were clarified and shared. A safety policy was set up for travelling abroad as well as a tool for tracking the routes used during trips and for notifying travellers in the event of any problems, managed via a "Safetrip" tool. Safety and geopolitics is constantly monitored. This falls under the responsibility of the Human Resources Department.	qualitative
Employee satisfaction	Employee satisfaction	In 2019, there was no social barometer from our majority shareholder, CDC (the most recent barometer was in 2018, with satisfactory and significantly more favourable results than in 2015); In 2019, Capital magazine published its exclusive list of the best employers in France = Egis ranks 4th in the engineering sector	qualitative

SOCIETAL INDICATORS



THEME	DESCRIPTION	2019 RESULTS	UNIT
Patronage and employee involvement	amount of total annual grants for sponsorship	2019 data not available (2018 = €145,000)	€
Solidarity	Charitable/responsible actions	<p>Every day, a variety of initiatives mean we can contribute to community work and launch eco-friendly initiatives.</p> <p>Examples of 2019 actions:</p> <ul style="list-style-type: none"> • Health: <ul style="list-style-type: none"> • Blood donation on many sites in France and abroad. • Egis took part in the charity event Odyssée 2019, alongside the Alter Égales Think Tank (the Caisse des Dépôts Group's network of women executives). For the 6th year in a row, more than 870 Caisse des Dépôts employees came together to run or walk against breast cancer • Brazil: a clothing and Easter egg collection + sponsorship campaign for the children of the "Solar dos Unidos" community organisation, with employees donating Christmas kits including clothes, shoes, toys, toiletries and sweets. The campaign was a great success; 54 children were sponsored by employees, and Egis Brasil matched the amount of kits donated, doubling the number to benefit a total of 108 children. • Egis employees in Kenya took part in the "Beyond Zero Half Marathon" initiative: a campaign to build momentum, mobilise leadership and boost commitment to achieving results in the field of HIV, maternal, newborn and child health. The Beyond Zero initiative is the first public-private healthcare partnership of this scale. The Egis Kenya team, keen to promote its corporate philosophy of putting "people first" and its commitment to social responsibility and diversity, decided to take part in the marathon, which saw a total of 14 staff members and their families support this noble cause. • Egis sponsored and supported the International Society of Paediatric Oncology in its research on childhood cancer. • Egis took part in a collection led by Ecologic, a charity organisation that recycles electrical equipment at a national level to benefit the AFM Téléthon. • Skills sponsorships (France) with: <ul style="list-style-type: none"> • Médecins Sans Frontières (Doctors Without Borders): the culmination of five years of support, at the end of October, the Médecins Sans Frontières teams moved to their new head office, a completely restructured building in the 19th arrondissement of Paris. Partly within the framework of a skills sponsorship, Egis was in charge of defining the operation programme and choosing a location, then provided project management consultancy for the design studies, consultation of the companies, and supervision of the works. • On Monday 18 March, the accommodation centre of the Samu Social de Paris, located within Charles Foix hospital in Ivry-sur-Seine, opened its doors to provide shelter for almost 200 homeless people in a completely renovated building. Egis contributed to the centre's restructuring project as part of a skills sponsorship, performing a scheduling, project management and coordination assignment. • Operation Notre Dame de Paris: at the initiative of Syntec Ingénierie, Egis volunteers offered their skills as part of the reconstruction. • Egis continued its support for Nos Quartiers ont des Talents (Our Neighbourhoods Have Talent), a charity that supports young graduates from disadvantaged areas. • Routalis (an Egis motorway operating company) and the Orne SDIS (Departmental Fire and Rescue Service) signed a skills sponsorship agreement making it possible to participate in the initial training of a firefighter; other Rotalis employees took part in cleaning a rural road near the motorway (in Heugon). 	qualitative

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THEME	DESCRIPTION	2019 RESULTS	UNIT
Solidarity <i>(suite)</i>	Charitable/ responsible actions <i>(suite)</i>	<ul style="list-style-type: none"> • For the most disadvantaged: <ul style="list-style-type: none"> • To mark 50 years of activity in the Aviation activity, Egis will award a scholarship each year for the next five years to students on specialist aviation courses in each of the geographic areas where Group has a presence. In 2019, Egis awarded an international scholarship to Nicolas Tigranoff, an ENAC engineer majoring in "Air Operations and Safety" to enable the pursuit of his studies abroad in 2019-2020. The scholarship is awarded based on social criteria and merit, and allows the beneficiary to spend a semester abroad to study anti-collision technologies for drones. • Africa: Egis employees took part in the construction of a school classroom in South Africa • Egis employees in Kenya visited the children of the "Mama Jeanne Children's Home" (a home that houses around 36 children) to talk to them about the values of the Egis Group and give them confidence in the future. This initiative was also a chance for Egis employees to provide the home with toiletries, food and clothing, all of which were highly appreciated by the children. 	qualitative
Respect for human rights	Policies and measures to improve human rights Policies and measures implemented to incorporate these issues into the organisation's policies.	<p>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).</p> <p>In addition, a HR advisor was appointed to manage alerts relating to breaches of human rights as part of the implementation of the whistleblowing procedure.</p> <p>In 2019, an evaluation process measuring compliance with the main principles of human resources management was initiated at Group level. Its aim is to take stock of the measures implemented and to come up with an action plan to develop HR practices in line with the Egis culture. A procedure defining the framework for this evaluation is currently being developed and should make it possible, from 2020 onwards, to consolidate Group practices and to initiate development actions where necessary to ensure a consistent approach.</p> <p>The Egis Group has also set up an action plan in accordance with the French duty of vigilance, for companies with which the Group maintains business relations, beyond a certain financial threshold.</p>	qualitative

ENVIRONMENTAL INDICATORS



THEME	INTERNAL OR BUSINESS LINE OPERATIONS	DESCRIPTION	2019 RESULTS	UNIT
EET - Energy - network cooling	Internal operations	Energy consumption for internal operations	799,159	Kwh fe (fe for final energy)
EET - Energy - Electricity	Internal operations	Energy consumption for internal operations	8,330,000	Kwh fe
EET - Energy - Natural gas	Internal operations	Energy consumption for internal operations	1,218,405	Kwh fe
EET - Energy - heat network	Internal operations	Energy consumption for internal operations	257,172	Kwh fe
EET - Energy - Total consumption for all 15 of our largest sites	Internal operations	Energy consumption for internal operations	10,605,000 (10,795,000 in 2018, 10,953,000 in 2017). In Brazil, consumption is 370,000 Kwh. When compared to the number of employees, consumption is three times lower than in France, in particular due to winter consumption.	Kwh fe
EET - Energy	Internal operations	Average energy consumption per m²	132 (134 in 2018, 136 in 2017)	Kwh fe/m ²
EET - Energy	Internal operations	Projects to improve energy efficiency in internal operations	In 2015, we set up a trial energy management system with weekly monitoring, first on our Montreuil building (already HQE certified) and then at Start, our head office in Yvelines (France), where consumption is regularly decreasing 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. Through the "Egis Carbon Neutral in 2050" action plan, in 2019 we carried out awareness-raising sessions for employees on climate issues. Across several of our sites, groups of employee volunteers were formed to help strengthen our daily actions. In 2019, we also carried out regulatory energy audits on three of our sites, which made it possible to identify areas for improvement. Associated action plans will be defined in 2020.	qualitative
EET - Direct or indirect GHG emissions	Internal operations	GHG emissions (scope 1)	298 Direct emissions Scope 1	TeqCO ₂
EET - Direct or indirect GHG emissions	Internal operations	GHG emissions (scope 2)	317 Indirect emissions scope 317	TeqCO ₂
EET - Direct or indirect GHG emissions	Internal operations	Total GHG emissions	11,769 - i.e. on average 2.9 TeqCO ₂ /year/employee. Our total Greenhouse Gas (GHG) emissions	TeqCO ₂

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

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THEME	INTERNAL OR BUSINESS LINE OPERATIONS	DESCRIPTION	2019 RESULTS	UNIT
EET - Direct or indirect GHG emissions	Mixed	Areas generating significant GHG emissions as a result of the company's activity	Business travel is the largest item in terms of our GHG emissions (89%). The relative share of GHG emissions linked to business travel increased in relative terms compared to 2018, for two reasons: <ul style="list-style-type: none"> an increase in the absolute value of emissions linked to business travel, in particular due to the increase in the number of employees; a decline in the impact of emissions linked to buildings due to the 2019 update of emission factors in the Ademe database, with the values of the French energy mix being 2018 values. 	qualitative
EET - Direct or indirect GHG emissions	Internal operations	Total GHG emissions generated by business trips	10,494 (9,295 in 2018, 11,612 in 2017)	TeqCO ₂
EET - Direct or indirect GHG emissions	Internal operations	Measures to reduce the GHG emissions generated by business trips	The revised Travel and Vehicle Policies are still valid. Particular attention should be paid to the preference for long-distance modes of transport that emit the least CO ₂ . 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. In 2019, we built an action plan aimed at achieving carbon neutrality by 2050. This action plan is made up of intermediate stages in 2020 and 2030, and our goals for reducing our GHG emissions are aligned with the Paris Agreements and the French National Low Carbon Strategy for the French scope. This plan focuses primarily on : <ol style="list-style-type: none"> the most important sources of emissions, namely business travel, where we are targeting 30% fewer GHG emissions (compared to our 2016 reference year); our work will mainly focus on developing our policy for company cars with an increasing share of electric and hybrid vehicles; with a stated objective of zero diesel in 2025; commuting: our actions here will focus on increasing the option of telework for our employees, and on choosing new premises that are close to public transport, either when a move is planned or a new production site created. 	qualitative
EET - Combating climate change	Business lines	Products and services to support our regions in the face of climate change	Egis's strategy to support regions in the face of climate change was clarified in 2019, with the definition of the new strategic plan "Vision 2025", which establishes the climate emergency as an absolute priority. The aim of Vision 2025 is to allow the Group to move onto a new stage in its development by tackling the challenges currently facing our world. It is based on a core set of values, as well as Egis's vocation to "imagine a sustainable future for the benefit of people and social progress. Together we strive to meet the challenges of our planet, to support transition and to work in the public interest to shape tomorrow's world". Egis's climate plan, "1.5°C Pathways", was defined in 2018 and revolves around two key priorities: <ul style="list-style-type: none"> Providing our customers with engineering and operating services that meet the challenges of climate change in a suitable and effective way, the area in which we can have the greatest impact; Controlling the carbon footprint linked to our internal operations between now and 2030, with concrete actions supported by quantified objectives, in order to achieve carbon neutrality by 2050 at the latest in line with the Paris Agreement and the French Low Carbon Strategy. In 2019, we created a mapping of the solutions we offer to our customers. We identified more than 70 tools, methods, solutions and products that support the fight against climate change. These 70 references are found across all of our businesses, from consulting to operations, helping us increase the visibility of our services and our concrete commitment, thanks to our skills and expertise. We have established a proactive policy of innovation on this issue: 40% of our innovation efforts and work on R&D is focused on the climate and biodiversity, representing about €11 million in 2019. 	qualitative

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

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THEME	INTERNAL OR BUSINESS LINE OPERATIONS	DESCRIPTION	2019 RESULTS	UNIT
EET - Combating climate change	Business lines	Risks and opportunities related to climate change	In 2019, climate risk was not listed as a major extra-financial risk for Egis's activity. It does, however, represent a key business opportunity, since our business lines employ specialists in climate change adaptation, and can offer solutions to help build a carbon-free world.	qualitative
Prevention of disturbance and waste Pollution in the air, water and soil (excluding GHG)	Business lines	Issues and impacts related to pollution of water and soil during construction	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, which are often subject to administrative authorisations (for larger infrastructure projects, for example), where the thresholds for discharges into water are meticulously analysed and where regulations must be respected in terms of quality. 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.	qualitative
Prevention of disturbance and waste Pollution in the air, water and soil (excluding GHG)	Business lines	Measurements and results related to pollution of water and soil during construction	Authorisation to operate airports is linked to environmental performance levels, particularly in terms of air emissions. The aviation sector is highly active on this issue. For the airports it operates, Egis is committed to limiting air pollution. For example, five airports in the airport network operated by Egis: Brest, Quimper, Abidjan, Libreville and Larnaca - Paphos (Cyprus) are Airport Carbon Accreditation certified. The specifications for road operations indirectly cover the subject, too: they can require the maintenance of service levels (= resources dedicated to limiting congestion). Egis offers a wide range of solutions to optimise the capacity of these infrastructures and the impact/passenger ratio. One example is "Positive Tolls": road users are rewarded for postponing a trip and easing the traffic at peak times; this solution - by avoiding too many users on the road at the same time - avoids pollution phenomena, in particular NOx emissions which are a major contributor to the formation of GHGs.	qualitative
Prevention of disturbance and waste Pollution in the air, water and soil (excluding GHG)	Business lines	Issues and impacts related to pollution of water and soil during operation	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.	qualitative
Prevention of disturbance and waste Pollution in the air, water and soil (excluding GHG)	Business lines	Measurements and results related to pollution of water and soil during operation	Operating personnel receive safety training, and agreements are established with emergency resources. When it comes to road operations, Egis has implemented various good practices, including tanks in the maintenance centre for washing vehicles and recycling this washing water. 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). As part of its customers' projects, Egis implements various environmental measures to reduce water consumption: a "green site" charter, recommendations on the use of equipment, the installation of rainwater collection systems on certified buildings, etc. For projects related to the design of drinking water plants or pollution control, water resource management is key. 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.	

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| ENVIRONMENTAL INDICATORS |

THEME	INTERNAL OR BUSINESS LINE OPERATIONS	DESCRIPTION	2019 RESULTS	UNIT
Water - Consumption and water supply	Internal operations	Total volume of water consumed	23,658 (19,393 in 2018 and 6,978 in 2017) On two sites, additional watering was necessary. 89% of the volume of water consumed comes from running water and 11% from surface water.	m ³
Water - Consumption and water supply	Internal operations	Volume of water consumed by employee	8 The increase in the volume of water consumed per employee is due to the high temperatures during summer 2019 in France. In Brazil, average water consumption per employee is close to French consumption, as much as 10m ³ /employee for 2019.	m ³ /employee
Raw materials - Consumption of raw materials (excluding paper)	Business lines	Optimisation of the use of materials and raw materials in the construction phase	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. 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. Its operation continues, with development in line with forecasts.	
Raw materials - Paper consumption	Mixed	Amount of paper consumed	62.90 These values relate to our French sites, where the paper we use is all recyclable, but we don't know whether it's all being recycled.	Tonne
Raw materials Paper consumption	Mixed	Share of labelled paper out of total consumption	90	%
Waste - Prevention, recycling and waste disposal	Internal operations	total waste	316 (paper) Down slightly compared to previous years (457 in 2018, 402 in 2017)	Tonne
Waste - Prevention, recycling and waste disposal	Internal operations	Share of recycled waste	data not available in 2019 (16.41 in 2018)	%
Waste - Prevention, recycling and waste disposal	Internal operations	Share of composted waste	23 <i>(N.B. corresponds to green waste from the garden of the START building - Guyancourt head office)</i>	%
Waste - Prevention, recycling and waste disposal	Internal operations	Share of waste to energy	59	%

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THEME	INTERNAL OR BUSINESS LINE OPERATIONS	DESCRIPTION	2019 RESULTS	UNIT
Waste - Prevention, recycling and waste disposal	Business lines	Challenges and measures for the prevention/recycling/disposal of waste generated during site operation	The nature of Egis's business means it does not generate much waste. Nevertheless, as an ISO14001-certified company, we carry out awareness-raising campaigns for our employees, and have set up sorting and recycling schemes in our facilities, recycling 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	Policy related to the circular economy	Projects: Egis offers its customers eco-design solutions and other solutions based on the principles of the circular economy for their projects. In 2018, in partnership with Icade, Egis created the start-up Cycle Up, a virtual platform for the reuse of building materials. In 2019, Cycle up supported 8 renovation and deconstruction operations on Icade assets. Some Egis motorway operations are ISO 14001 certified and, as such, they provide selective waste collection in accordance with local regulations. The same goes for certified "low-carbon" airports. Internal operations: the ISD has set up a partnership with a company that deals with recycling computers, telephones and other equipment.	qualitative

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