



Protecting the environment is one of the four pillars of our CSR policy. In this respect the Artelia Group's environment and CSR policies are closely related, and dovetail with each other.

Aware of the major environmental challenges facing our societies on a global and local scale, Artelia is committed, through its environmental policy, to supporting its customers in their ecological transition, while paying particular attention to the management of its own sites and activities. Our environmental management policy includes actions to reduce our environmental impact, which are carried out each year, tying in fully with a continuous improvement process and in accordance with the applicable regulations.

OUR COMMITMENTS FOR 2025

1. Systematically promote environmental performance actions in the context of our design and works supervision assignments

Target: Train 100% of project managers in eco-design and environmental issues at construction sites

Engineering is called into play right from the project design phase, and as such has a decisive potential impact on the ultimate carbon footprint of infrastructure. As a multinational engineering firm interacting with public- and private-sector clients, we therefore have a strategic role to play in taking up the climate and environmental challenges of our time.

The CSR Committee is appointed by the Executive Board. It guides the work of the Board of Directors and is composed of:

- an external director,
- an internal director,
- a representative of the Artelia Foundation,
- Artelia CEO,
- the Group's CSR Director,
- the Chairman of the Ethics Committee,
- the Group's General Secretary.

SIGNATORIES

Benoît CLOCHERET - Chief Executive Officer
 Frédéric ABBADIE - Finance and Purchasing
 Béatrice ARBELOT - Urban & Regional Development, France BU
 Benoit BAUDRY - Mobility & Infrastructure BU
 Mathieu BONNET - Asia, India & Americas BU
 Hervé DARNAND - Industrial Facilities BU
 Marc GIROUSSENS - Strategy & Development
 Antoine LABROSSE - Artelia Digital Solutions
 Didier LANFRANCHI - Buildings, Greater Paris Region BU
 Thierry LASSALLE - Human Resources
 Christian LISTOV-SAABYE - Nordics BU
 Sébastien PAILHÈS - Water & Africa Middle-East BU
 Anne-Laure PATÉ - Marketing, Communication & CSR
 Antoine PIGOT - Europe & Retail BU
 François RAMBOUR - Buildings, French Regions & Equipment BU
 Olivier SERTOOUR - General Secretariat
 Pascal THÉVENET - International Development

2. Take into account the impact of our clients' projects in terms of CSR using a labour, social, ethics and environmental assessment table

Target: Perform CSR assessments for 100% of our design and construction supervision proposals

- The CSR assessment grid is currently applied to proposals that are referred to the Group's Risk Evaluation Board (contracts in which Artelia's fees exceed 5 million euros or which involve specific risks). This procedure will gradually be extended to all proposals.

3. Preserve natural resources and support the circular economy by rolling out eco-responsible practices at all our sites

Target: Work towards zero single-use plastics and recover 100% of the paper and electronic waste generated at our sites

- Encourage the purchase of "eco-friendly" office supplies.
- Develop organised waste sorting at all sites, and raise awareness of its importance.
- Regularly make our employees aware of eco-friendly habits and inform them of the outcomes of their efforts.

4. Contribute to the fight against climate change and work towards net zero carbon by reducing and offsetting our greenhouse gas emissions

Target: Reduce the Group's carbon footprint by 50% compared to 2020 (in t CO₂e/person)

MOBILITY

Travel is our biggest source of GHG emissions. It is an essential part of our activity, but we are taking steps to limit and/or optimise the trips we make.

- Reduce commuting by encouraging working from home
- Support cycling to work through the sustainable mobility allowance
- Encourage resource-efficient options through our Travel Policy (travelling by train rather than flying or driving)
- Continue to promote the use of video conferencing in order to limit business travel whenever possible
- Give preference to low-emission vehicles and substantially increase the proportion of alternative-fuel vehicles in our fleet

ENERGY, ASSETS

- Encourage the purchase of energy-efficient IT hardware and optimise its rotation
- Reduce our digital carbon footprint
- Save energy at the sites that we own
- Gradually relocate to buildings with high environmental performance ratings

OFFSETTING

- Offset our so-called "residual" GHG emissions in conjunction with the Artelia Foundation, by encouraging Group employees to get involved in community projects supporting the circular economy and "blue carbon" initiatives to avoid and capture carbon emissions.