

### SIGNATORIES

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Chief Executive Officer

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Finance & Purchasing

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BU Cities & Territories

**Benoît BAUDRY**  
BU Mobility & Infrastructure

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BU Building Project Management  
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BU Asia Pacific

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- Strategy & Development

**Richard HELIE**  
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Legal & Compliance

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BU Water, Energy, Environment,  
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**Anne-Laure PATÉ**  
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**François RAMBOUR**  
BU Buildings Regions & Equipment

**Olivier SERTOIR**  
General Secretary

Artelia is an international, multidisciplinary group providing consulting, engineering, project management and turnkey services in the fields of building, industry, energy, water, the environment, infrastructure, transport, urban and regional planning, including safety, the environment and sustainable development.

Artelia attributes particular importance to workplace safety and the protection of health in the professional environment, and involves its employees and stakeholders in this commitment at all times. This undertaking is expressed through a series of commitments tailored to the diversity of our business lines and to the associated risks in terms of workplace health and safety, the international profile of the group and its prospects for growth.

In order to encourage the continuous, positive and proactive improvement of the health and safety risk prevention culture among its employees and related stakeholders, the members of the Group Management Board have made the following commitments:

- Meet local legal, regulatory and client requirements
- Provide safe and healthy working conditions, and define an annual action plan to ensure this
- Continuously improve the working conditions of our employees by encouraging exchange, the reporting of at-risk situations and the sharing of feedback
- Establish and rigorously monitor occupational health and safety targets to identify opportunities for proactive behavior
- Eliminate hazards and reduce occupational health and safety risks using all necessary preventive measures
- Develop a safety culture among our employees by making all those involved aware of their responsibilities in terms of health and safety, with a view to having a positive and lasting impact on behavior
- Allocate resources (human, training or equipment) in line with the challenges and risks involved
- Maintain a direct, ongoing dialogue with employees and employee representatives, where they exist, and ensure their participation, on health and safety issues in the workplace