

CORPORATE SOCIAL RESPONSIBILITY (CSR)

Our commitments and objectives for 2030

Artelia implements an ambitious CSR policy based on 4 pillars and 20 quantified objectives, which are deployed in the various countries where we operate and resonate with the company's *raison d'être*: **designing solutions for a positive life**. These concrete commitments are based on recognised European (e.g. the CSRD, taxonomy) and international (e.g. EcoVadis, SBTi) frameworks and are assessed annually by independent bodies.



We support An active member of the **UN Global Compact** since 2018, we contribute to the **United Nations Sustainable Development Goals** (SDGs), and respect the ten universal **principles of the United Nations Global Compact** in the areas of human rights, labour law, the environment and anti-corruption.

At the beginning of 2022, we committed to the **Science Based Targets initiative** (SBTi), which provides precise objectives, figures and assessments of our efforts to reduce our carbon footprint in order to address the climate crisis, in line with the Paris Agreement signed in 2015.

Ranked **GOLD Ecovadis** since 2018, our ambition is to achieve and maintain Platinum status by 2030, by rolling out our actions across all our sites. This recognition rewards our Group-wide efforts in four main areas: environment, labour and human rights, ethics and sustainable procurement.

CSR policy is implemented at the highest level of the Group, namely :

- The **CSR Committee**, a committee of the Board of Directors, prepares the Group's CSR policy and assesses its implementation;
- The **Board of Directors** approves the Group's CSR policy, on the recommendation of the CSR Committee;
- The **CSR Department**, which reports to the Executive Chairman, ensures that the CSR policy is implemented by the operational divisions and business partners, and reports its findings to the CSR Committee.

ENSURE RESPONSIBLE GOVERNANCE

OUR COMMITMENTS

- Assert ourselves as a benchmark engineering group in terms of CSR, with a particular focus on ethics (business ethics, environmental ethics, behavioural ethics)
- Motivate employees by sharing the financial performance created
- Preserve our independence by widely involving the Group's employees in our shareholder base

OUR GOALS

- Carry out a detailed ESG risk and opportunity assessment (1) on **100%** of our significant offers, based on the European taxonomy and the SDGs, ensuring that our projects are aligned with our *raison d'être*
- Train **100%** of our employees annually on ethical risks
- Implement and roll out responsible purchasing processes in **15** of our main countries (2)
- Share at least **1/3** of the profit generated by operating activities (3)
- Ensure that at least **75%** of our employees have the opportunity to become shareholders



PROTECT OUR ENVIRONMENT

OUR COMMITMENTS

- Align Artelia Group's carbon footprint (4) with the objectives of the Paris Agreement, through our commitment to the Science Based Targets initiative (SBTi)
- Actively contribute to discussions on carbon emissions avoided on our customers' projects
- Deploy the TRACE by ARTELIA eco-design approach, which takes particular account of carbon, pollution, biodiversity, climatic and technological risks, living environments and social issues.

OUR GOALS

- Scopes 1 and 2: reduce our absolute GHG emissions by **42%** by 2030, from a 2024 base year
- Scope 3: reduce our GHG emissions per € of value added (5) by **52%** by 2030 from a 2024 base year
- Develop in-house expertise by training **100%** of our project managers in internal methods and tools dedicated to eco-design and eco-monitoring of worksites
- Promote an eco-design and eco-monitoring approach to worksites on **100%** of our significant projects, by including at least an initial eco-design profile in the tender (based on TRACE).



DEVELOP OUR HUMAN CAPITAL

OUR COMMITMENTS

- Embrace a "zero accident" safety culture
- Foster the commitment and well-being of our employees
- Support women in pursuing leadership positions within the company
- Promote our "Each & All" approach
- Stimulate career paths and knowledge sharing

OUR GOALS

- Achieve an accident frequency rate below **3** and **zero** serious accidents
- Aim for **8/10** on average for the 'Commitment' and 'Well-being' indicators in the annual employee survey
- Achieve **30%** representation of women managers on governance bodies (Board of Directors and its committees, Members' Council) and management bodies (BU/division/subsidiaries' Excom, Group ExCom)
- Reach **100%** of our employees (with at least one year of service) covered by universal minimum guarantees
- Train **100%** of our employees for at least one day per year
- Co-construct new career opportunities for each employee at least every **3 to 5** years



CONTRIBUTE TO DEVELOPMENT & SOCIAL PROGRESS

OUR COMMITMENTS

- Enhance the appeal of scientific careers
- Encourage women to pursue engineering professions
- Conduct a review to measure and enhance the social value of our customers' projects
- Committing to public interest through the Artelia Foundation, particularly by continuing to issue annual calls for projects to protect the environment

OUR GOALS

- Support **20** research programmes through chairs and doctoral programmes
- Participate in **10** action programmes to promote engineering professions to women
- Achieve **800 days** of work per year for charity projects
- Grow our philanthropic budget annually to reach **€2m** by 2030



(1) ESG refers to environmental, social and governance criteria

(2) Our 15 main countries cover 95% of our FTEs

(3) Consolidated operating profit before depreciation and amortisation and before individual and collective variable remuneration

(4) Scope 1 = emissions generated directly by the company and its activities. Scope 2 = emissions associated with the consumption of electricity, heat or steam by the company's facilities or vehicle fleets. Scope 3 = indirect emissions that occur in a company's value chain, upstream and downstream of its direct activities.

(5) Added value = Net production = Turnover - Cost of goods and services purchased