

CORPORATE SOCIAL RESPONSIBILITY

Our commitments and goals for 2025

Artelia implements an ambitious CSR policy based on 4 pillars and 20 quantified objectives that reflect the company's purpose: **designing solutions for a positive life**. These tangible commitments are based on internationally recognized guidelines and are assessed yearly by independent organizations.

We support



As an active member of **Global Compact** since 2018, we contribute to the **Sustainable Development Goals (SDGs)**, while adhering to the **ten universal principles of the United Nations Global Compact** regarding human rights, labour, environment and anti-corruption.



Early 2022, we committed to the **Science Based Targets Initiative (SBTi)**, which sets emissions reduction targets and assesses our efforts to reduce our carbon footprint in accordance with the 2015 Paris Agreement.



Ranked **GOLD Ecovadis** since 2018, we aim to reach the Platinum level by 2025. This recognition rewards Group-wide efforts in four main areas: environment, social and human rights, ethics and responsible purchasing.

Our CSR policy is sponsored at the highest level of the Group: the CSR Director reports to the Executive Chairman. The CSR Committee guides the Board of Directors in its work and assesses our progress annually.

ENSURE RESPONSIBLE GOVERNANCE

OUR COMMITMENTS

- Assert ourselves as a pioneer engineering company in CSR
- Remain exemplary in ethical matters
- Motivate employees by sharing the financial performance created
- Preserve our independence by increasing the number of employee becoming shareholders



OUR TARGETS

- Carry out a detailed assessment of ESG* risks and opportunities on **100%** of our significant offers**, based on the European taxonomy and the SDG'S
- Train 100% of our employees yearly on ethical risks
- Integrate ESG* clauses in 100% of our purchase contracts and carry out yearly targeted audits
- Share at least 1/3 of the profit generated by operational activity ***
- Promote employee shareholding to at least 50% of employees
- Encourage employee shareholding among young people with an initial objective of at least 50% shareholders under 45

PROTECT THE ENVIRONMENT

OUR COMMITMENTS

- Align the Artelia Group's carbon footprint with the objectives of the Paris Agreement, through our commitment to the Science Based Targets Initiative (SBTi)
- Contribute actively to reflections on reducing the carbon emissions of our clients projects
- Promote sustainable design and monitoring in our customers projects, integrating biodiversity aspects



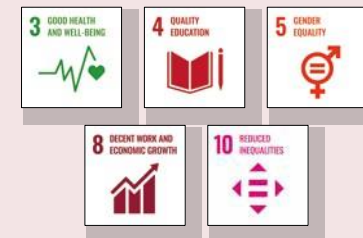
OUR TARGETS

- Reduce the carbon footprint of our direct emissions (facilities and vehicles consumption) to meet the « 1,5°C » trajectory (scopes 1 and 2, in absolute value and intensity per employee)
- Reduce the carbon footprint of our indirect emissions (mainly travels and commuting) to respect the « well below 2°C » trajectory (scope 3, in absolute value)
- Develop internal expertise, in particular by training 100% of our project managers in methods and tools dedicated to sustainable design / monitoring of projects
- Promote a sustainable design / monitoring approach on 100% of our significant projects*

DEVELOP OUR HUMAN CAPITAL

OUR COMMITMENTS

- Embrace a « zero accident goal » safety culture
- Foster the commitment and well-being of our employees
- Promote women empowerment within the company
- Accelerate inclusiveness
- Enable stimulating career paths



OUR TARGETS

- Achieve a workplace accident frequency rate of less than **3,25** and aim for **Zero** serious accident****
- Aim for **8/10** on the average of the « Commitment » and « Well-being » indicators of the annual employee survey
- Reach **25%** of female managers and in executive positions
- Make 100% of our employees aware of the Diversity and Inclusion policy « Each&All » every year
- Enable 100% of our employees to access presence-based or digital training each year
- Co-build new professional opportunities for each employee at least every 3 to 5 years

CONTRIBUTE TO DEVELOPMENT AND SOCIAL PROGRESS

OUR COMMITMENTS

- Contribute to the attractiveness of scientific professions
- Encourage women to join the Science Technology, Engineering and Mathematics (STEM) professions
- Commit to the common good through the Artelia Foundation



OUR TARGETS

- Support 15 research programs through doctoral actions or chairs in order to improve Artelia social's impact
- Participate in 5 programs aimed at promoting engineering professions among women
- Reach 500 annual days of missions for volunteering assignments
- Aim to grant at least 3% of the Group's operating income to the Foundation activities

* ESG refers to environmental, social and good governance criteria

** Significant offers/projects = business activities submitted to the Group's Risk Evaluation Board or to the Offer Reviews of the Business Units

*** Consolidated operating profit before amortisation, and individual / collective variable compensation

**** Frequency rate refers to accidents at work excluding commuting accidents (number of accidents related to the number of hours worked x 1000000)
Serious accident refers to an accident resulting in a work stoppage of more than 30 days, permanent injuries or death of the employee