



Designing solutions for a positive life



5

Markets

Mobility  
Water  
Energy  
Buildings  
Industry

# An independent multi-disciplinary engineering & project management company



**€1.15 bn**

2024 consolidated  
turnover

**10,100**

employees



**100 %**

capital held by managers  
and employees

More than

**100 years**

of experience

Operating in over

**40**

countries

5

Markets

Mobility  
Water  
Energy  
Buildings  
Industry

# An independent multi-disciplinary engineering & project management company

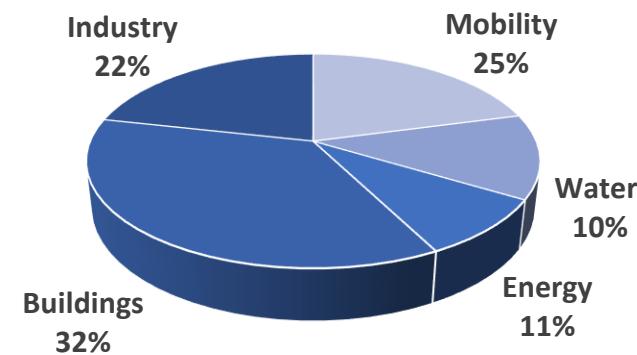
**€1.15 bn**

2024 consolidated turnover

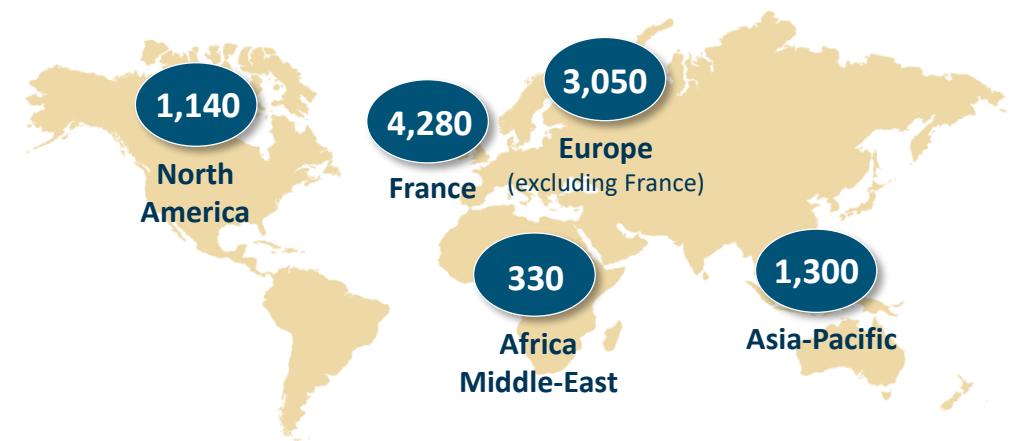
**10,100**

Employees

## Breakdown per market



## Operating in over 40 countries



# We partner on the entire lifecycle of your project



# We partner on the entire lifecycle of your project



A full range of services  
from technical expertise through to complex project delivery



## CONSULTING

Regional strategy  
Audits, programming  
Financial engineering  
Training, certification

## MASTER PLANNING & FEASIBILITY

Master plan  
Feasibility study  
Environ. & social impact assessments  
Modelling

## DESIGN & ENGINEERING

Design services  
Procurement assistance  
Construction supervision  
Environmental management

## CONSTRUCTION & PROJECT MANAGEMENT

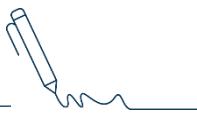
Program management  
Cost & risk management  
Assistance to the Owner  
Technical assistance

## ASSET & FACILITY MANAGEMENT

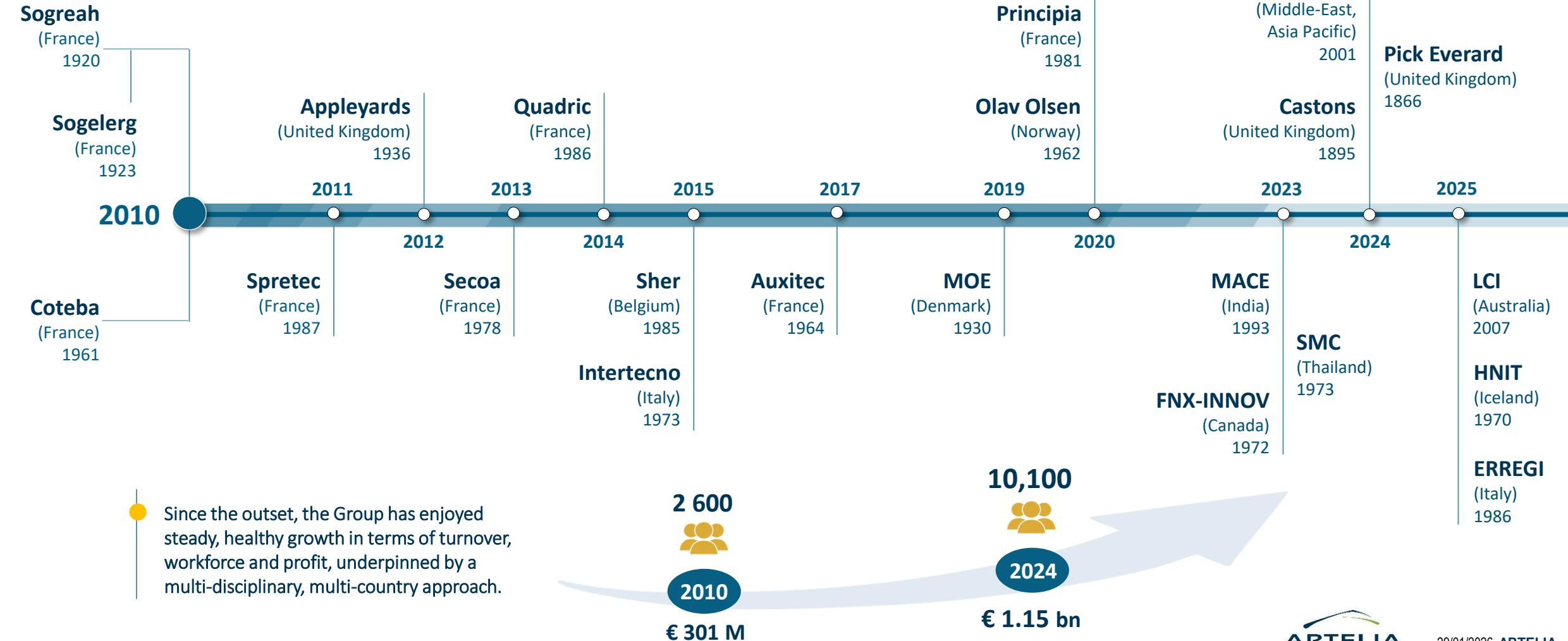
Asset management  
Commissioning assistance  
Operations and maintenance

## TURNKEY SOLUTIONS

Turnkey projects  
General contracting  
Public-Private Partnerships  
Energy Performance Contracts



# A century-old history combining organic growth and acquisitions





# We deliver a holistic performance



Top 1% of companies in the “Architecture and Engineering” sector assessed in the world



## For our **customers**

More than 100 years of experience

More than 28,000 projects carried out each year worldwide

## For our **planet**

TRACE by Artelia  
An advanced sustainable design and monitoring approach of our projects  
A firm commitment to the **Science Based Targets Initiative** to reduce our own emissions

## For our **society**

A strong culture of ethics, health & safety

19 years of philanthropy with the Artelia Foundation

## For our **employees**

Career opportunities stimulated by the **Artelia Academy**

An ambitious "Each & All" **Diversity and Inclusion** policy

## DESIGNING SOLUTIONS FOR A POSITIVE LIFE

In 2024, the Artelia Group was involved in more than 28,000 projects around the world, contributing on seven strategic challenges.



### CLIMATE RESILIENCE & BIODIVERSITY

Flood reduction in the lower Canche valley  
(France)



### ENERGY TRANSITION

Commissioning of the Nam Ngum IV hydroelectric scheme  
(Laos)



### SUSTAINABLE USE OF RESOURCES

TRÆ building, a beacon for timber and circular construction  
(Denmark)



### ADVANCED INDUSTRIAL FACILITIES

Development of high-purity nickel production for Sibanye Stillwater (France)



### REGENERATION OF THE BUILT ENVIRONMENT

New Smart Health Care City in Benguerir (Morocco)



### MORE LIVABLE CITIES

Urban regeneration of the Trotto racecourse in Milan (Italy)



### SUSTAINABLE & MULTIMODAL MOBILITY

3<sup>rd</sup> metro line in the Toulouse metropolitan area (France)



## WATER

River basins & water resources  
Irrigation  
River and estuary developments  
Dams & hydraulic structures  
Drinking water & Sewerage  
Storm water & flood protection  
Industrial water intakes & outfalls  
Coastal protection & development  
Ports, terminals, marina developments



## MOBILITY

Urban transport  
Urban development  
Active travel  
Rail & high-speed trains  
Roads & motorways  
Airports  
River transport & waterways  
Intelligent transport systems  
Bridges & tunnels



## ENERGY

Hydropower  
Nuclear facilities  
Natural gas, biogas  
Hydrogen  
Marine renewable energy  
Solar  
Wind  
Geothermal  
Waste to energy  
Energy efficiency - Green building  
District heating and cooling  
Power networks, interconnections, hybrid systems  
Stockage & Power-to-X

# 5

## Markets



## INDUSTRY

Fuel, biofuels, synthetic fuels  
Petrochemicals  
Chemicals  
Pharmaceuticals  
Food processing, cosmetics  
Aeronautics, shipbuilding, automobile  
Steel industry & mining  
Microelectronics  
Defence



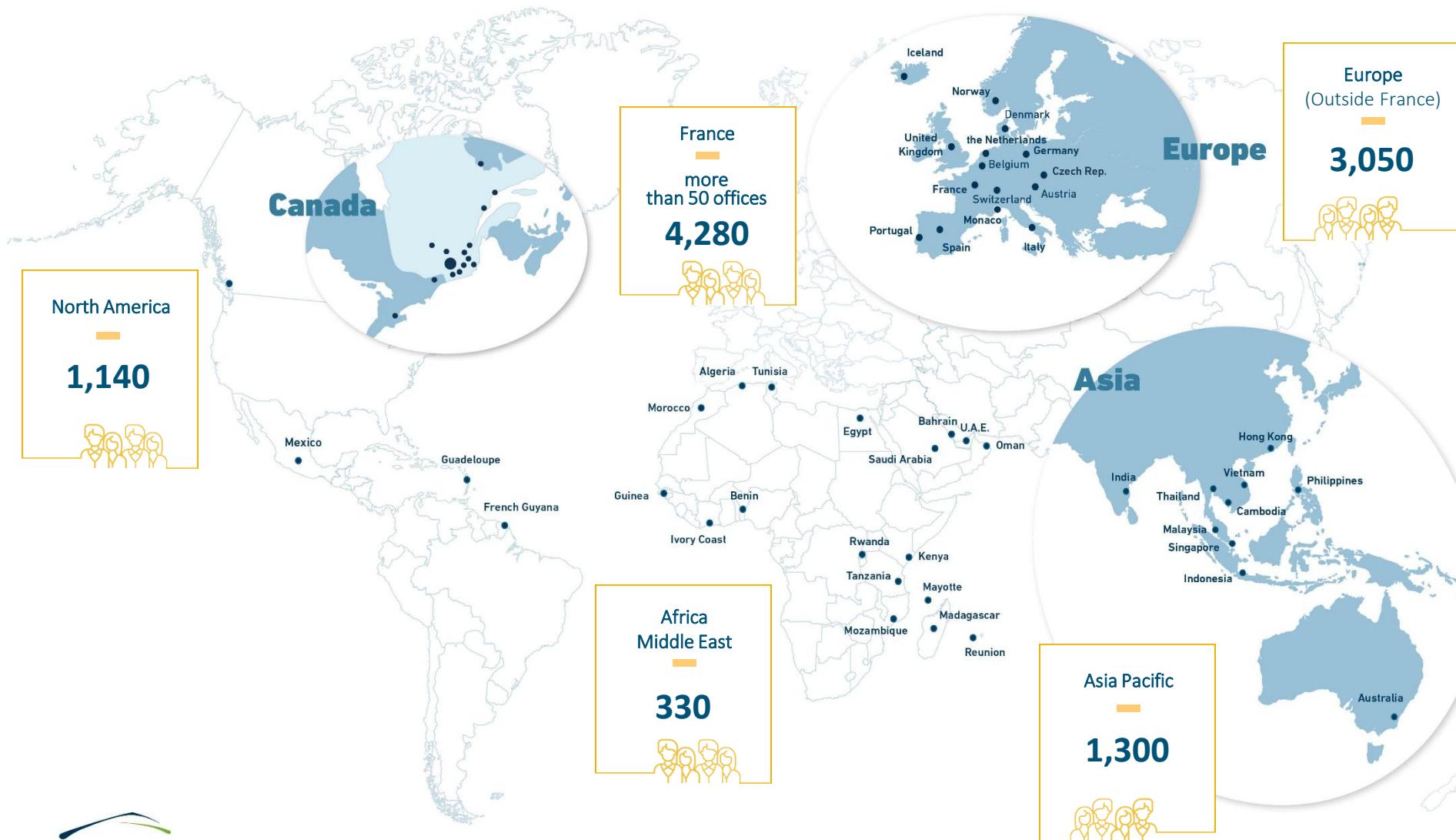
## BUILDINGS

Office buildings  
Residential, mixed-use projects  
Hospitality & Resorts  
Healthcare  
Education & research  
Commercial facilities  
Sports & Culture  
Heritage buildings  
Industrial buildings, gigafactories  
Logistics centres  
Data centers  
Retail Networks





# Supporting our clients around the world



A stronger presence in Europe, Asia-Pacific and Canada, spearheading the Group's development

**10,100**  
employees

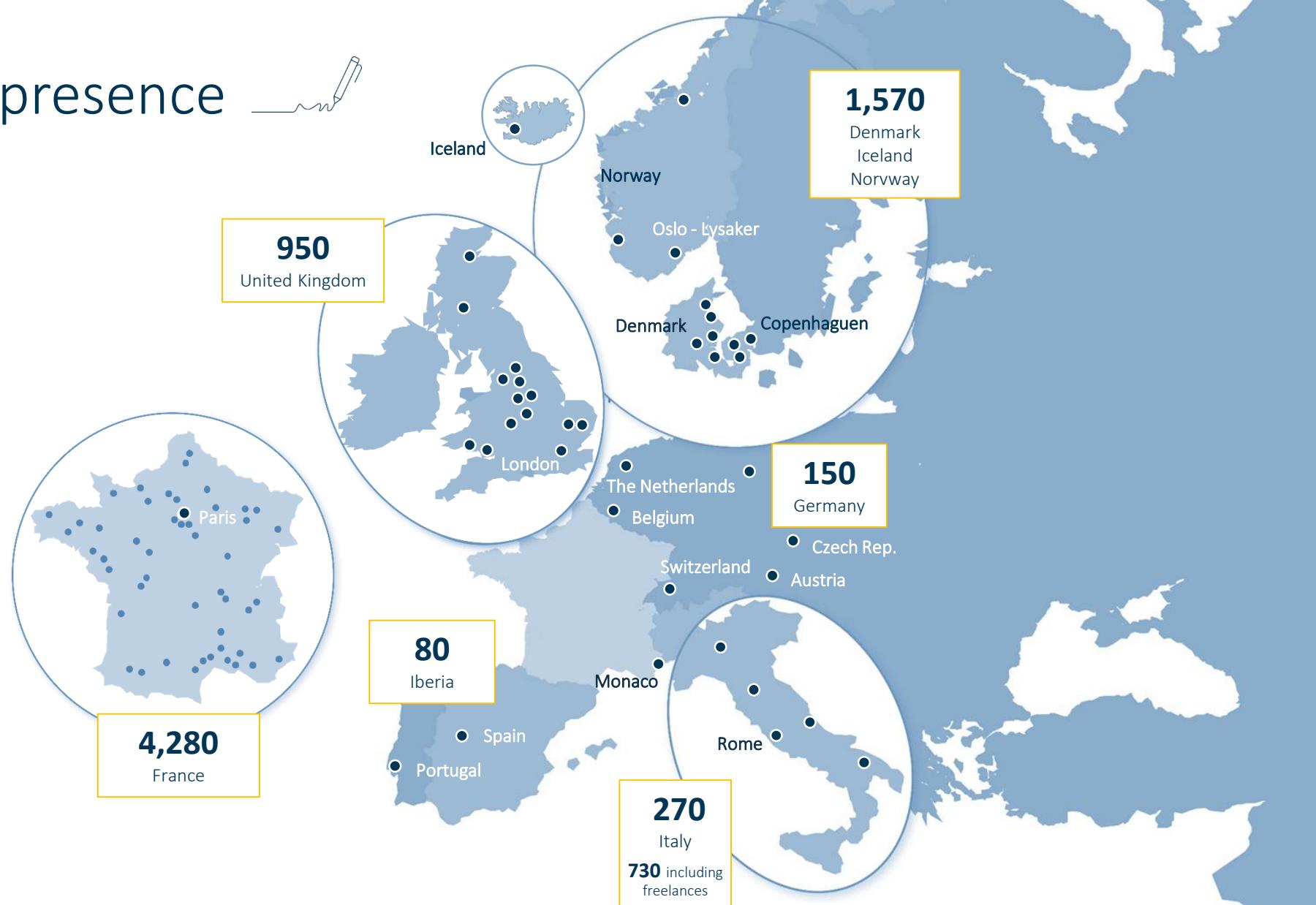
Projects in over  
**100 countries**

Operating in over  
**40 countries**

# A strengthening presence in Europe

In 2024, Artelia became one of the top ten European engineering companies (EFCA ranking by revenue in Europe).

**Europe**  
**7,330**  
employees





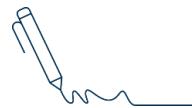
# Supporting our clients in North America

A global network of  
**15 offices**  
—  
**1,140**  
employees



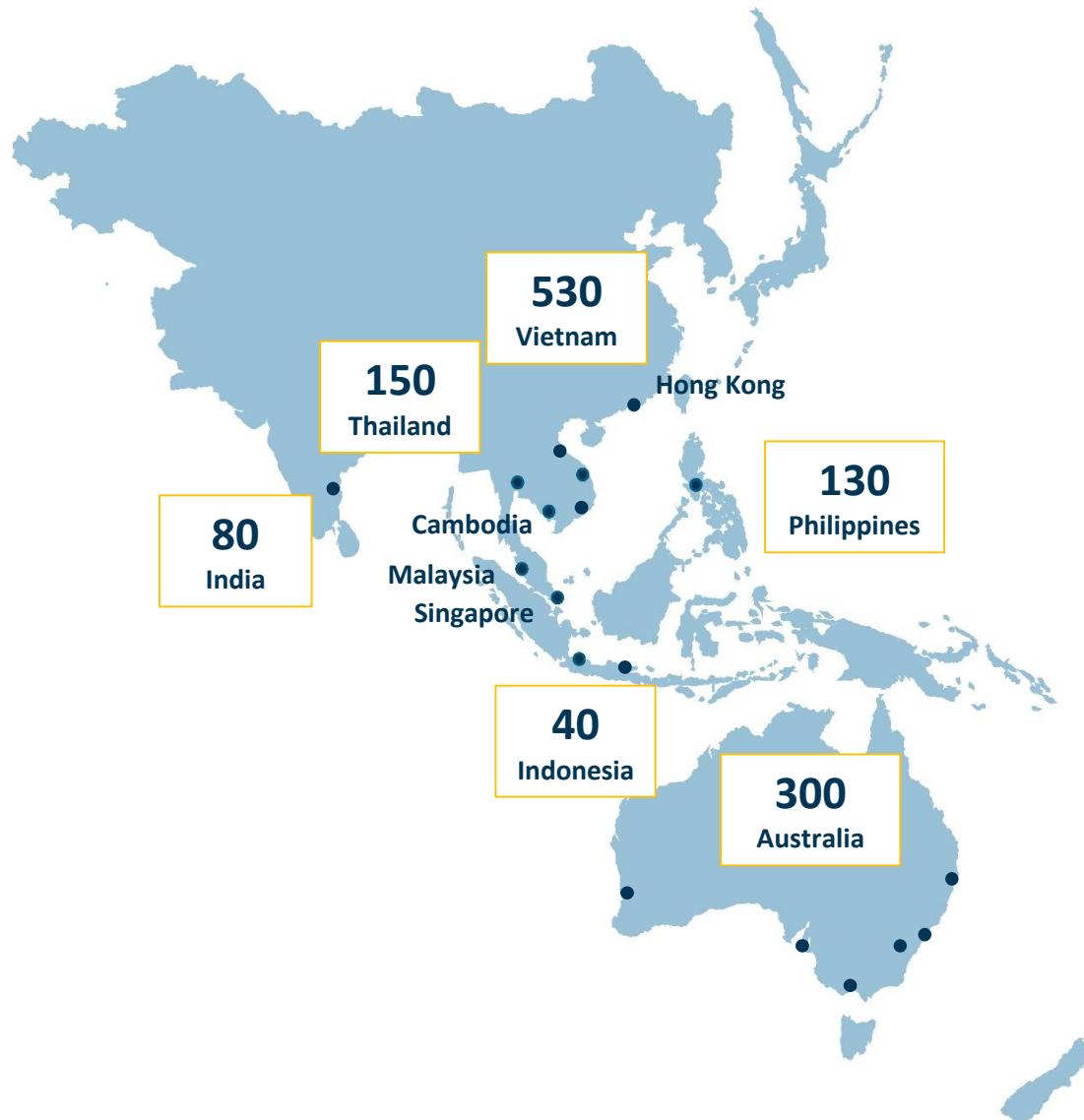
## Montreal

Granby  
Labrador  
Laval  
Longueuil  
Ottawa  
Quebec  
Sainte-Agathe-des-Monts  
Saint-Jean-sur-Richelieu  
Saint-Mathieu-de-Beloeil  
Sept-Îles  
Sherbrooke  
Toronto  
Trois-Rivières  
Vancouver

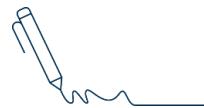


# Supporting our clients in Asia-Pacific

A global network of  
**18 offices**  
—  
**1,300**  
employees



<b>Australia</b>	Adelaide Brisbane Canberra Melbourne Perth Sydney
<b>Cambodia</b>	Phnom Penh
<b>China</b>	Hong Kong
<b>India</b>	Chennai
<b>Indonesia</b>	Jakarta Surabaya
<b>Malaysia</b>	Kuala Lumpur
<b>Philippines</b>	San Juan City
<b>Singapore</b>	
<b>Thailand</b>	Bangkok
<b>Vietnam</b>	Danang Hanoï Ho Chi Minh city



# Ensuring local services in France

A regional network of over **50 offices** — **4,280** employees

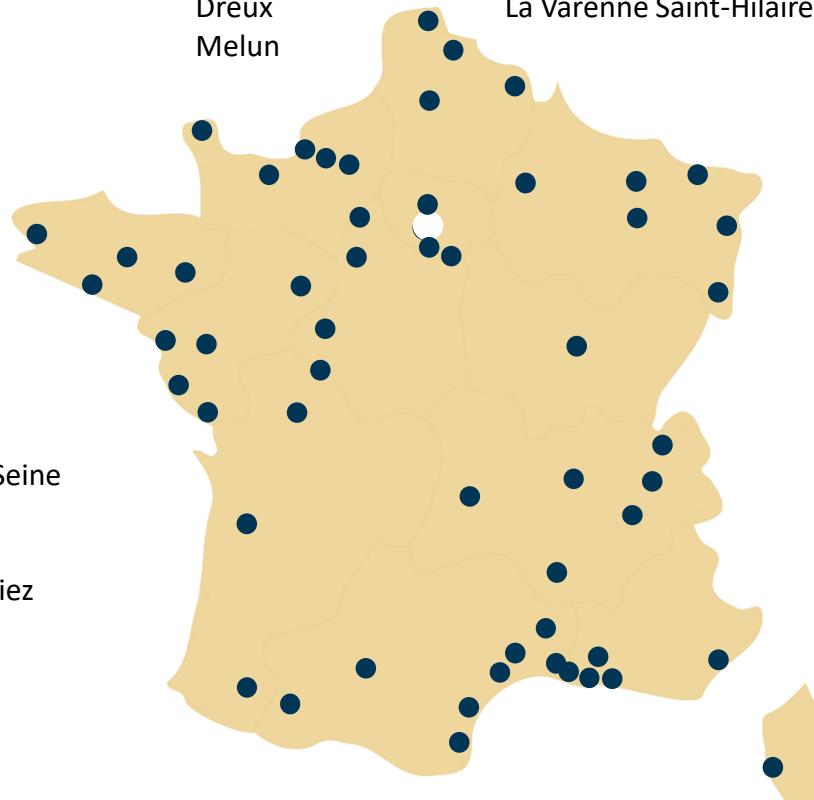


## West

Bouguenais  
Brest  
Caen  
Châtellerault  
Cherbourg  
La Rochelle  
**Le Havre**  
Le Mans  
Lorient  
**Nantes**  
Poitiers  
Pontivy  
Port-Jérôme-sur-Seine  
Rennes  
Rouen  
Saint-Hilaire-de-Riez  
Saint-Nazaire  
Tours

## South West

**Bordeaux**  
Pau  
Tarbes  
Toulouse



## Overseas departments

French Guiana | Cayenne  
Guadeloupe | Les Abymes  
Mayotte  
Réunion Island | Saint-Denis, Saint-Pierre

## Centre - Greater Paris

Chartres  
**Choisy-le-Roi**  
Dreux  
Melun  
Paris  
**Saint-Ouen-sur-Seine**  
La Varenne Saint-Hilaire

## North - East

Amiens  
Dijon  
Dunkirk  
**Lille**  
Maubeuge  
Metz  
Mulhouse  
Nancy  
Reims  
Saint-Avold  
Strasbourg

## Auvergne-Rhône-Alpes

Bonneville  
Chambéry  
Clermont-Ferrand  
**Grenoble**  
**Lyon**  
Pierrelatte

## Mediterranean

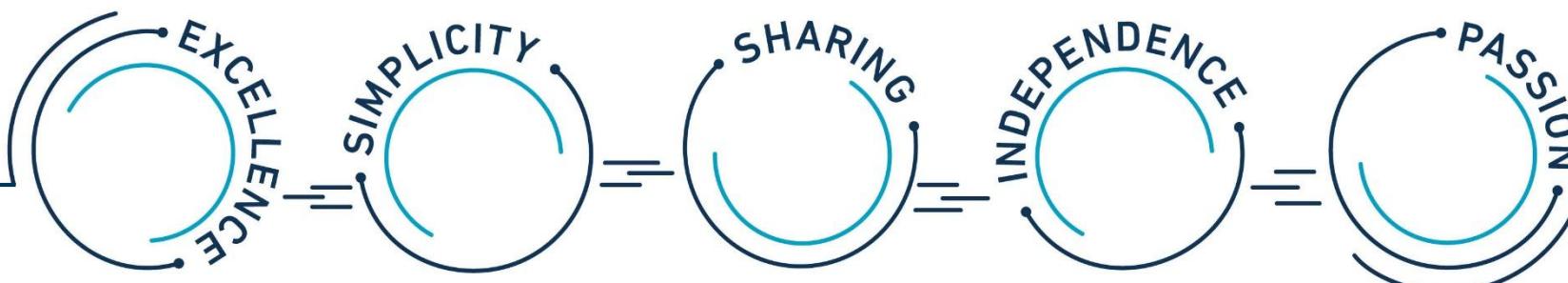
Aix-en-Provence  
Ajaccio  
Avignon  
Béziers  
Fos-sur-Mer  
La Ciotat  
**Marseille**  
Martigues  
Montpellier  
Nice  
Nîmes  
Perpignan

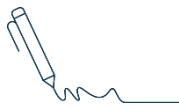


# 5 values

which are a testament to our history,  
reflect our identity and echo our purpose

Designing solutions for a positive life





# An ambitious CSR policy

based on 4 pillars and 20 quantified objectives



## ENSURE RESPONSIBLE GOVERNANCE

- 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

## DEVELOP OUR HUMAN CAPITAL

- 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 approach «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

## PROTECT THE ENVIRONMENT

- 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

## COMMIT TO DEVELOPMENT AND SOCIAL PROGRESS

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



19 years  
of commitment

from current and retired Group staff  
members, in aid of social, humanitarian  
and environmental causes



FOSTER AND SUPPORT  
**THE WILL TO TAKE ACTION**

**More than 380 projects** supported  
around the world since 2006

**70 non-profit organisations** supported through skill-based  
volunteer work, solidarity leave and financial support



[www.arteliagroup.com](http://www.arteliagroup.com)