

essentials 2022



Designing solutions for a positive life

**ARTELIA**

**international
independent
multi-disciplinary**

Consulting
Master planning & feasibility
Design & engineering
Construction & project management
Asset & facility management
Turnkey solutions

Mobility - Water - Energy - Buildings - Industry



7,300
employees

€833 M
2022 turnover

100%
capital held by managers
and employees



100 years
of experience

40
countries

62%
private-sector clients



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Challenges

- 13 Climate change resilience
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- 16 Advanced industrial facilities
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- 18 More livable cities
- 19 Multimodal mobility



Benoît Clocheret - Chief Executive Officer



Intensive activity to meet immense challenges

Ecological transition, radical change in the energy system, scarcity of resources, questioning our ways of living, working, producing and travelling... We are undoubtedly experiencing a period of great challenges for humanity, which generates significant needs and many opportunities for engineering.

As an international, multidisciplinary and independent group, which has set corporate social responsibility at the heart of its strategy, we are at the forefront of these challenges. 2022 was a very intense year in this respect. We partnered with the real estate sector, which is facing pressure in Europe, in its renovation and environmental standards targets and to develop new concepts for housing, offices and services. We streamlined our offering to ensure a virtuous transformation of the energy system and offer a set of decarbonisation solutions for industry. We continued to support many cities and regional authorities to adapt to climate change through eco-design and renewal of urban spaces, securing their water resources, implementing low-carbon transport solutions...

These rapid changes also prompted us to adjust the Artelia strategy and affirm our ambition to be a pioneering engineering group in CSR. To respond effectively to our customers' different needs, we reaffirm our aim to pursue the Group's growth in Europe and Asia, while consolidating our presence in Africa.

We want to expand in the fields of energy and transport and will step up our effort in sustainable and digital innovation. We want to make further progress in terms of environmental, social and governance criteria, helping our staff members throughout their careers and improving their working environment as priorities for the Group.

The very sound economic position of Artelia, supported by revenue of €833 million - an 11.8% improvement over 2021 - gives us the means to achieve these ambitions fully in line with our purpose to "design solutions for a positive life".



CONTINUED GROWTH IN DIGITAL ASSET MANAGEMENT

Continuing its partnership with Volkswagen Retail Group France to manage leases and concession works, our Wizart platform now also manages monitoring data for the dams of Shem and CNR, two French regional hydroelectric production companies. Wizart is integrating and increasing the functionality of digital tools developed by Artelia in recent years such as the AUSC suite, which focuses on dam monitoring. The modular and ergonomic portal provides our customers with an increasingly wide range of possibilities for managing projects and assets online via a digital interface. Extensions are being developed to allow the management of other types of infrastructure, in particular those focusing on water and sanitation.

AN ENTITY FOCUSING ON EXPERT TECHNICAL ASSISTANCE

Artelia People Solutions was created to meet the needs of specific customers who want access to high-level specialists to strengthen their own teams, either on a one-off or long-term basis. In addition to traditional engineering services provided by Artelia, the subsidiary focuses on providing expert technical assistance based on the Group's multidisciplinary approach and its high standards. The service was initially aimed at the mobility sector and is now being extended to all our areas of activity.

INNOVATING FOR A SUSTAINABLE WORLD

Several significant advances have been made in research. The thesis we co-directed on rainwater and run-offs, as applied to the new Greater Rheims rainfall plan, led to the invention of a scientific approach to risk planning using statistical mapping and an educational method for participatory consultation: Méthod'O. Other doctoral work on mobility resulted in the publication of four scientific articles on two major themes: energy optimisation of tramway power supply and smoke extraction in subways and stations. Artelia has developed an urban bio-climate approach based on natural drivers and low-tech designs. We have also helped endow partnership chairs such as Oxalia, which is dedicated to the study and modelling of certain morphodynamic phenomena related to climate change.

We have been stakeholders in various innovations during the projects where we are committed. In Paris, as prime

contractor for the Austerlitz storm water basin, we accompanied the implementation of reinforced concrete pipes known as "ultra-low carbon". In Copenhagen, for the UN17 Village project entirely designed to promote the 17 UN sustainable development goals, our teams have developed a parametric data processing system to automatically generate the design of wooden façades on large scales. This approach and a digital model were hailed by the jury of the Tekla BIM Awards (Denmark and Norway). Artelia was also a prize-winner in the Programme d'investissements d'avenir (PIA3), a programme aimed at boosting the renewable energy sector in the Rhône-Alpes region (France). Our teams are partners with industry to develop research and innovation work on tidal turbines, floating photovoltaic panels, small-scale hydroelectricity and the digital maintenance of hydroelectric stations.

Supporting our clients



7,300
staff members worldwide

5,700
staff members in Europe

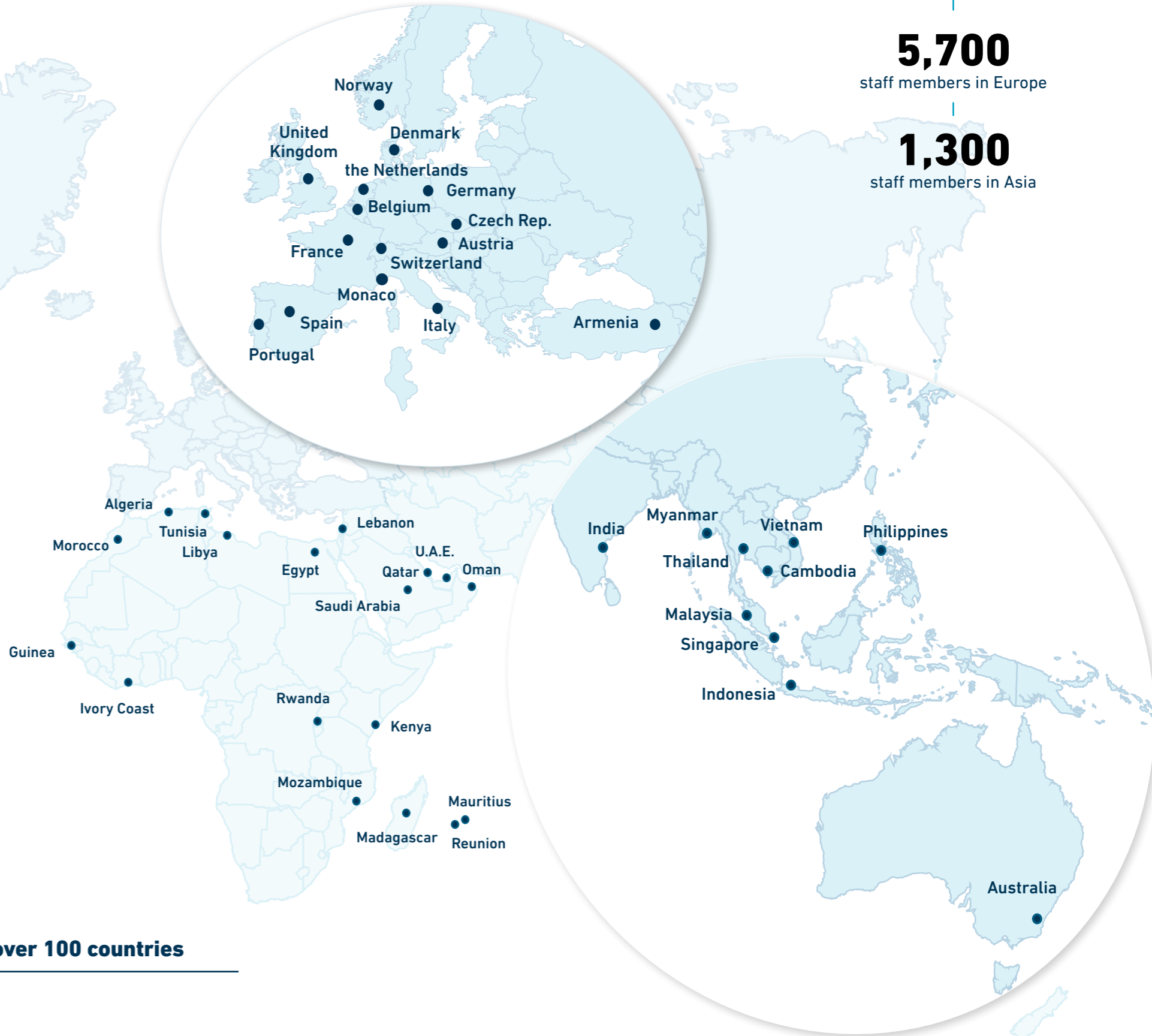
1,300
staff members in Asia

ARTELIA ASSERTS ITS PRESENCE IN EUROPE

Two European companies have joined us. ProjektPlan in Germany specialises in architectural design and project management in energy distribution for mobility. LBP is a Danish engineering consultancy renowned for its expertise in pharmaceutical and biotechnology industries. Their specialists now strengthen the teams of our German and Danish subsidiaries. In 2022 Artelia became one of the top fifteen European engineering companies (EFCA ranking by revenue in Europe).

OUR ASEAN DIVISION CONTINUES TO GROW

In Asia our Group benefited from the arrival of two new companies. The Thai marine engineering firm SMC, which is well known in South-East Asia, has strengthened Artelia in its position as one of the world's top ten firms in this field. In India Mahindra Consulting Engineers (MACE) has strengthened our regional expertise in urban development and industrial parks, water and sanitation, solar energy and buildings. These operations are fully in line with the expansion of the Group's activities in Asia-Pacific. Our strategy, which was launched some years ago, can now be seen in our firm grasp of a wide range of activities (building, multi-site operations, energy, industry and infrastructure).



Projects in over 100 countries

Operating in over 40 countries



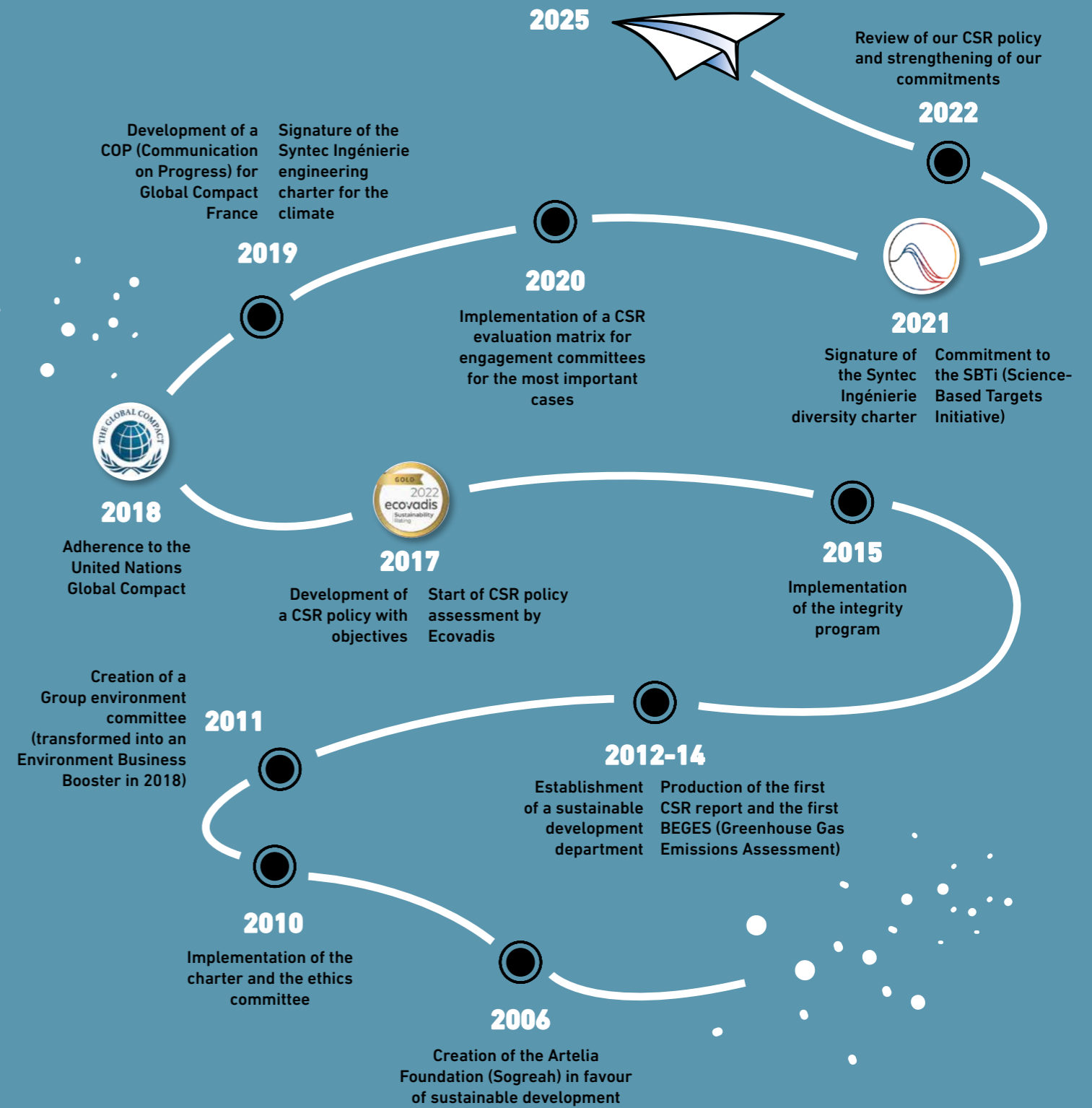

OUR ENVIRONMENTAL, SOCIAL AND GOVERNANCE (ESG) COMMITMENTS

Artelia has made corporate social responsibility (CSR) one of the guidelines for its development. The Group has developed an ambitious policy and now has an internal organisation for integrity, compliance and CSR. The CSR policy was revised in 2022 to respond to rapidly changing environmental, social and governance challenges.

Artelia uses recognised international benchmarks (IIRC, GRI) to carry out precise annual reporting on ESG issues for all its stakeholders. Each year the Group also has its CSR commitment assessed by independent organisations specialising in these subjects (Global Compact, Ecovadis).



Artelia uses the reference system proposed by the Global Reporting Initiative, a non-profit organization that develops guidelines on how organisations can report on their economic, environmental, social and governance performance.

WE SUPPORT
A major initiative, the United Nations Global Compact encourages companies to respect ten universal principles (human rights, labour rights, environment, anti-corruption) and to implement 17 SDGs (Sustainable Development Goals).



Top 1%
of engineering and architectural firms
Ecovadis is a rating agency that evaluates the performance of companies on 4 themes: Environment, Social & Human Rights, Ethics and Responsible Purchasing.



SBTI
The Science-Based Targets initiative encourages companies to set greenhouse gas emission reduction targets consistent with limiting global warming to 1.5°C in line with IPCC recommendations and the Paris Climate Agreement.

PROGRESS TOWARDS

2025 targets



Ensure responsible governance

OUR COMMITMENTS	OUR TARGETS
<ul style="list-style-type: none"> 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 employees becoming shareholders 	<ul style="list-style-type: none"> Carry out a detailed assessment of ESG risks and opportunities on 100% of our significant offers based on the European taxonomy and the SDGs Train 100% of our employees and freelancers yearly on ethical risks Integrate ESG clauses in 100% of our purchase contracts and carry out yearly targeted audits Share at least one-third 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 the age of 45



Protect our environment

OUR COMMITMENTS	OUR TARGETS
<ul style="list-style-type: none"> Align 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 customers' projects Prompt our customers to commit to an eco-design approach to projects and eco-monitoring of sites integrating biodiversity aspects 	<ul style="list-style-type: none"> Reduce the carbon footprint of our direct emissions (facilities and vehicle 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 travel) 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	OUR TARGETS
<ul style="list-style-type: none"> Embrace a "zero accident goal" safety culture Foster the commitment and well-being of our staff members Promote women empowerment within the company Accelerate inclusiveness Enable stimulating career paths 	<ul style="list-style-type: none"> Achieve a workplace accident frequency rate of less than 3.25 and aim for zero serious accidents Aim for an average of 8/10 on "Commitment" and "Well-being" indicators in the annual employee survey Achieve 25% of female managers and in executive positions Make 100% of our employees aware of the "Each&All" Diversity and Inclusion approach 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 three to five years



A commitment to civic and humanitarian causes

OUR COMMITMENTS	OUR TARGETS
<ul style="list-style-type: none"> Contribute to the appeal of scientific professions Encourage women to join engineering professions Commit to the common good through the Artelia Foundation 	<ul style="list-style-type: none"> Support 15 research programs through doctoral actions or professorial chairs in order to improve Artelia's social impact Participate in five programs aimed at promoting engineering professions among women Achieve 500 annual days of missions for volunteering missions Target an annual investment of at least 3% of the Group's operating income into the foundation



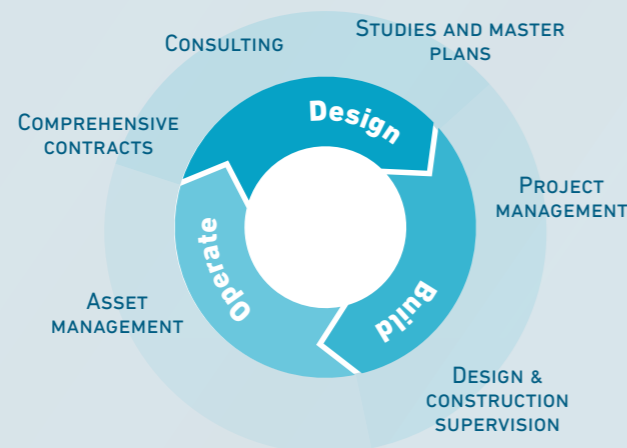
OVERVIEW OF ACTIVITIES

In 2022 Artelia helped complete over 22,000 development projects around the world, providing effective and innovative solutions.

MEETING 7 STRATEGIC CHALLENGES FOR THE PLANET AND HUMANITY

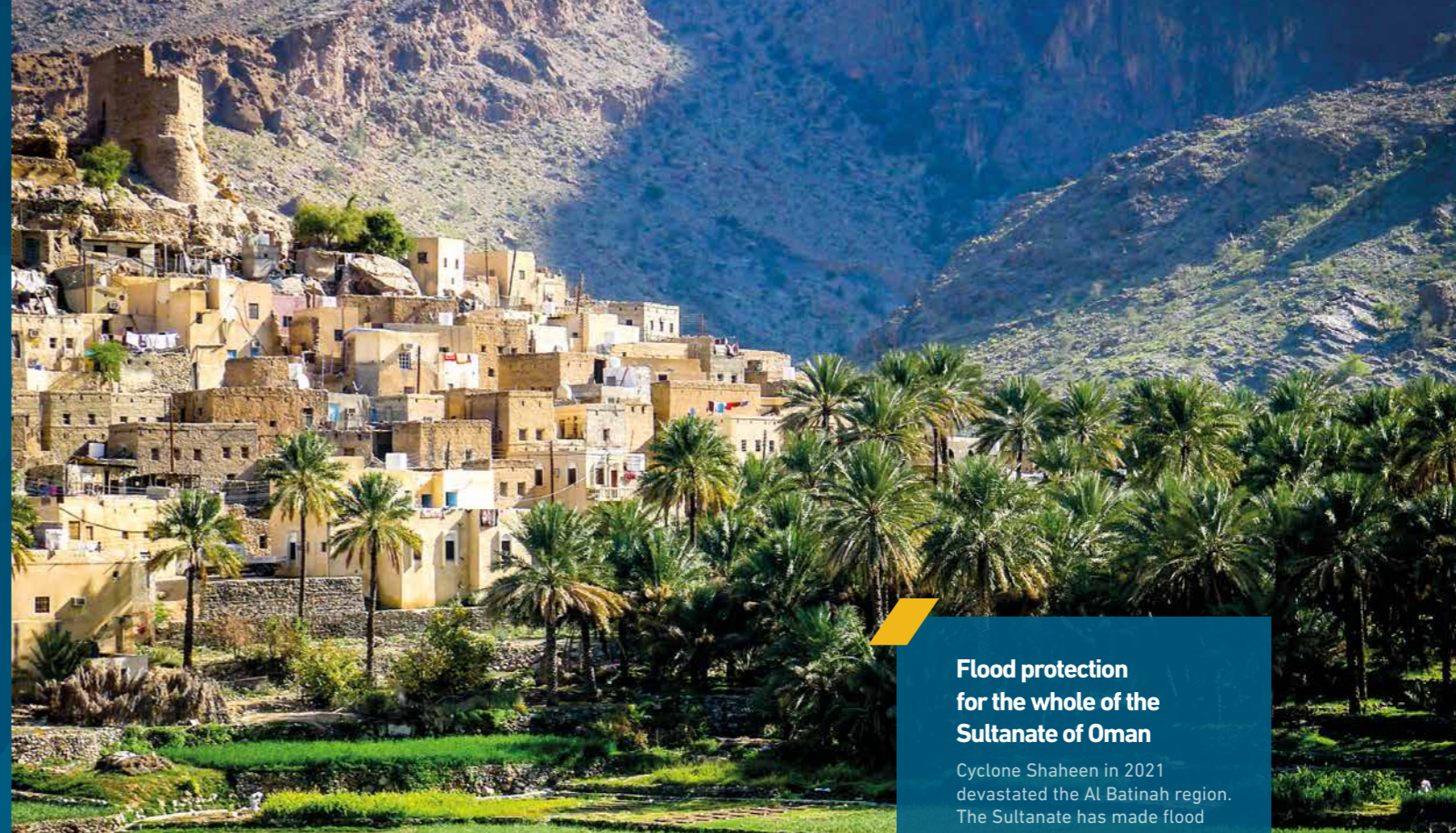
- Climate change resilience
- Energy transition
- Sustainable use of resources
- Advanced industrial facilities
- Regeneration of the built environment
- More livable cities
- Multimodal mobility

BY TAKING ACTION ON THE ENTIRE DEVELOPMENT PROJECT LIFE CYCLE



IN 5 KEY ECONOMIC SECTORS

Mobility - Water - Energy - Buildings - Industry



Flood protection for the whole of the Sultanate of Oman

Cyclone Shaheen in 2021 devastated the Al Batinah region. The Sultanate has made flood control a national priority and has commissioned a consortium led by Artelia to undertake a vast assignment in this area (risk mapping, feasibility studies and detailed designs of dams, canals and rainwater networks).

CLIMATE CHANGE RESILIENCE

Anticipate and adapt to the increase in extreme climate events and rising sea levels.

Rethinking flood risk management

Many cities and local authorities are planning ahead for more frequent and intense weather events and are reassessing their exposure to flood risks. In Norway we are studying the flooding of the Drammensvassdraget, the country's second largest river. In France we are working with the conurbations of Grenoble and Lyon on vulnerability analyses and the resizing of flood protection infrastructure.

Flooding and submersion in the Somme Bay (France)

Artelia provides comprehensive project management services for the "Bresle-Somme-Authie flood prevention action programme" for the Somme Bay Grand Littoral Picard syndicate. The objective is to protect a region with diverse topology (bays, coastlines, estuaries, etc.) from the effects of exceptional storms (re-evaluated in light of climate change).

Aiming at more sustainable tourism in the Alps and Pyrenees (France)

Artelia is supporting the deployment of a governmental programme in the two main French mountain ranges. It aims to help regions adapt to climate change and move towards sustainable and resilient tourism.



Committing to renewable energy on an international scale

Our Group is an active participant in a growing number of hydroelectric, wind, solar and biomass projects. In Laos, with construction of the major hydroelectric projects of Nam Ngum 3 and 4 nearing completion, we are beginning the study of Nam Phak. In Cambodia we took over the technical management of Battambang, the country's largest solar farm, on behalf of Total Eren. In France we turnkey delivered the new Bois des Sault onshore wind farm and are studying the connection of offshore wind farms to land. We are also installing several biomass boilers for heat and electricity production, particularly in Denmark, which is stepping up its efforts in this area.

ENERGY TRANSITION

Moving towards a low-carbon energy system that guarantees vital access to energy for everyone.

Transforming fuel distribution in direct relation to the change in mobility

Fast and ultra-fast electrical charging stations, hydrogen distribution and eco-design of service stations are all subjects on which our teams are working, in particular in the context of our partnership with Shell in Germany, Austria, Switzerland and the United Kingdom. Fully in line with the Net Zero objectives of this energy company, Artelia is also involved in the implementation of low-carbon service stations in the Philippines and Thailand and in taking climate change into account. We are working with several other energy companies on these issues, including TotalEnergies in its commitment to sustainability, with the installation of charging stations for electric vehicles and photovoltaic panels at service stations.

Contribution to the Stellantis low carbon strategy (Europe)

Stellantis, an international automotive manufacturer, has committed to halving its energy-related carbon emissions by 2025 with a view to achieving carbon neutrality by 2038. Artelia is studying the feasibility of such a reduction at the logistics warehouses in five of the group's European sites in Germany, France and Italy.

Decommissioning nuclear facilities at Marcoule (France)

Increasing and diversifying its work in the nuclear energy sector, Artelia is conducting studies to decommission three workshops at the Marcoule site that were formerly processing final waste.



Low-carbon renovation of the URBA – La Traversée building, Clichy (France)

Based on various environmental studies (life cycle analysis, dynamic energy simulation, etc.), Artelia has completed the design of the renovation project for this 5-storey office building (16,670 sq.m). Sober concepts have been applied along with reuse actions. The new building aims for an exceptional level of environmental and low-carbon performance, as well as user well-being.

SUSTAINABLE USE OF RESOURCES

Preserve natural resources through sustainable design and management.

Designing within planetary limits (Denmark)

Working alongside architects, developers, builders, charities and foundations, our Danish teams are actively helping to reduce housing's carbon footprint. They have implemented Reduction Roadmap, a tool to translate the objectives of the Paris Agreement into action and are involved in several projects: "From 4 to 1 planet" (a programme to reduce the average footprint of residential projects by 75%), "Mini CO₂ Houses Timber" (promotion of biomaterials), "Living places" (experimenting with a new low-carbon house concept).

Mapping groundwater potential (Kenya, Somalia)

At the request of UNICEF and in partnership with Acacia Water, Artelia subsidiary SHER is developing specific cartographic decision-making tools to improve the success rate of drilling and better manage resources. Our teams use remote sensing, a geographic information system, multi-criteria analysis and geophysical studies.

Extension of the Doraleh desalination plant (Djibouti)

We are designing a project to double the drinking water production capacity of the Doraleh desalination plant. The second treatment line created will be powered by a dedicated 12 MW solar plant.



Building a paracetamol production facility for Seqens (France)

As part of France's reindustrialisation plan, Seqens is building a new, low-environmental footprint paracetamol production facility on its Roussillon site. Seqens retained Artelia for project management (studies, procurement assistance, construction management) for the new active ingredient production facility, as well as the extension and modernisation of laboratories, offices, storage and shipping areas.



A state-of-the-art proton therapy centre for Humanitas in Milan (Italy)

The Humanitas Group, a major player in the Italian health sector, chose Artelia to manage the construction of its new "Proton Centre". This new, more precise radiotherapy technology reduces side effects and the risk of recurrence.

ADVANCED INDUSTRIAL FACILITIES

Optimising and decarbonising industrial production, logistics and research and development activities.

Helping logistics facilities to continue to modernise

Automation and verticality, last mile management and carbon footprint reduction are at the heart of contemporary logistics projects. In Spain our teams provided technical assistance to Torraspapel in Valdemoro to create a new facility that is fully LEED Silver certified. In France our specialised subsidiary, SDZ, assisted Scanormandie, the Leclerc group's central supply centre, to optimise its logistics processes. After auditing current facilities, SDZ carried out technical and economic feasibility studies of various scenarios, drawing up implementation and organisation plans for each one, enabling the customer to streamline choices.

A stronger partnership with STMicroelectronics (France)

Involved in several projects concerning the strategic production of semiconductors, we are strengthening our partnership with STMicroelectronics, which has retained us to support the design and construction of several new clean rooms and related buildings in Crolles near Grenoble.

Creation of an Ynsect vertical farm in Mexico

Carrying on from the projects in France and the Netherlands, Artelia is studying the possibility of setting up a new vertical farm to produce and process insects for the world leader in the sector, which intends to offer a low-carbon alternative to animal, human and plant feed.

REGENERATION OF THE BUILT ENVIRONMENT

Improving building functionality by adapting them to sustainability requirements.

Combining new uses, well-being and the environment in office buildings

Recent developments (increase of remote work, technical and environmental requirements) now feature prominently in the many European projects in which we are involved. In Portugal we are supervising the creation of a new building aiming at LEED Gold certification to house part of Forvia's global business services. In Spain we oversee the architectural design and management of the new Munich Re headquarters which aims to adopt a sustainable approach as part of a circular economy rationale. In Milan, Italy, the restructuring of the Corso Como Place tower, which we are supervising, is aligned with WELL certification and aims to use the Internet of Things to optimise user comfort.

Leading prestigious achievements for the hospitality sector

The iconic Regent Carlton Hotel in Cannes (France) has reopened its doors after a very large renovation and new construction project (45,000 sq.m), in which we were responsible for technical design and project management. We are also helping to renovate the Drechstler Palace in Budapest, the Bulgari Hotel in Rome, the Lungarno Alberghi in Milan and are managing the construction of the New World Grand Bay Ha Long in Vietnam.

Enhancing Canterbury cathedral's chapter house (UK)

Involved from the early stages of the project, we oversaw the work of The Canterbury Journey, a five-year programme to renovate the famous cathedral and safeguarded its heritage while creating new spaces and services to welcome visitors.



Creation of a mixed-use district on port wasteland in Trondheim (Norway)

Alongside architects Cobe and Topic, Artelia and its subsidiary Dr.techn. Olav Olsen are actively contributing to the development of Nyhavna, a district focused on sustainability that implements various concepts (use of local materials, combination of heat pumps and sea thermal energy, seasonal heat storage, hydrogen, etc.).



Work progress on line 18 of the Grand Paris Express (France)

Artelia is assisting Société du Grand Paris with this gigantic driverless metro project and is also project manager for line 18, which is beginning to take shape with the construction of part of the 6.7 km viaduct on the Saclay plateau. Over 6.5 km of tunnels have already been dug and the first low-carbon concrete segments have been laid and tested.

MORE LIVABLE CITIES

Design and create functional, pleasant urban spaces that are well integrated in their territory.

Promoting neighbourhoods' functional diversity and sustainability

Avoiding urban sprawl and further land artificialisation, creating neighbourhoods that combine housing, activities and services, greening cities, combating urban heat islands... these are the main directions in contemporary urban planning that guide our day-to-day work. They are omnipresent in the ViaSilva development that we have just completed in France for the Rennes conurbation. They also provide structure in creating Clos Saint-Louis, a complex of housing, shops, a cinema and hotel for which we are the project manager in an eco-district in Saint-Germain-en-Laye, west of Paris. In the United Kingdom these criteria underpin The Stage project in Luton, which brings together housing, offices, leisure facilities, a public park and soft mobility. In Ho Chi Minh City, Vietnam, Global City is also using these criteria to propose a mixed residential complex with a view to reducing energy consumption and its carbon footprint.

Extending and low temperature upgrade of the heating network in Hautepierre (France)

The use of lower temperatures is one of the factors that make it possible to obtain more efficient heating networks. Engie Solutions chose Artelia for full project management of such an operation in Strasbourg, which includes the conversion of 72 substations and a 28-km extension of the network.

Ramtha and Sahel Horan sanitation improvement (Jordan)

For these two Jordanian municipalities our teams are carrying out the study and supervision of works to extend the wastewater collection network and increase the treatment capacity of a wastewater treatment plant.

MULTIMODAL MOBILITY

Better interconnect modes of transport by promoting collective, active and low-carbon solutions.

A new urban transport master plan for Lille (France)

The Lille Europe conurbation has retained Artelia to assist in drawing up a new master plan for public transport infrastructure, which concerns 50 km of tramway and 25 km of high service level buses. A cable transport project is also being studied.

Detailed inspection of non-standard structures on the Escota network (France)

Our Quadric subsidiary will inspect 68 non-standard structures belonging to Escota (Autoroutes Esterel-Côte d'Azur), including the Magnan viaduct (500 m long with 120 m high piers). Our drone pilots and geomatics experts are mobilised for this operation.

Artelia on track with SNCF (France)

Artelia has been selected by SNCF Réseau to assist for six years in the regeneration, modernisation and development of the national rail network. Our teams will carry out general contracting and civil and electrical engineering studies. The Group is also working with SNCF Gares et Connexions in the Occitanie region to manage the relocation of Frontignan station, lengthening platforms and improving comfort in stations and stops on the Toulouse-Auch line.

PLEASE REFER TO OUR ANNUAL PUBLICATIONS

- Extra-financial performance report
- Financial statements

www.arteliagroup.com

