

* The Health & Safety Committee, appointed by the Executive Management is made up of:

- an operational member of the group Executive Committee, acting in the capacity of Safety Sponsor,
- the group General Secretary,
- the Group Human Resources Director,
- a representative of the Knowledge & Performance Department, in charge of the Management System,
- the Risk Manager,
- the group Safety Representative,
- the group Workplace Health and Diversity Manager,
- designated Safety Managers for each Business Unit..

Artelia is an international multi-disciplinary consultancy, engineering and project management group, offering a comprehensive range of services in the building construction, industrial facilities, energy, water, environmental, infrastructure, transport, urban and regional development sectors, with their respective part relating to safety, sustainability and environment.

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.

To coordinate current and future actions related to workplace health and safety, Artelia has put in place a group Health and Safety* committee; a focus group to provide advice, perform analyses, make proposals and oversee these workplace safety and health protection issues within the company.

In order to evaluate the performance of the group in terms of health and safety, and to encourage a continuous improvement mindset on risk prevention, the representatives of the group management committee have defined the following commitments:

- **analyse workplace incidents** and the main risks associated with our business lines;
- **define an annual action plan** targeting the main risks arising from the analysis of risks and incidents;
- **raise awareness of responsibility for health and safety issues and nuclear safety amongst the various players**, with the aim of bringing positive and sustainable changes to behaviour;
- **allocate the necessary resources**, (human, training, or material) in line with the issues and risks at hand;
- **meet local legal and regulatory requirements** and fulfil the requirements set out at group level or by the Business Units;
- **take into account the specific nature of certain risks** involved in the performance of assignments, incorporating the relevant internal and external players in this process whenever possible;
- **reinforce support in situations** where an employee or third party may be placed in danger, activating the group crisis management unit if necessary;
- **reinforce support in individual and collective situations** related to workplace health and safety issues when needed;
- **upgrade the continuous improvement system** to contribute to reinforcing professional risk prevention through mechanisms such as feedback and audits;
- **ensure that nuclear safety** is not compromised by other priorities in our activity in the nuclear sector.

The Artelia Group senior management also considers that direct and ongoing dialogue with all employees and staff representatives is of fundamental importance regarding these issues

SIGNATORIES

Benoît Clocheret - Chief Executive Officer
 Frédéric ABBADIE - Finance & Purchasing
 Béatrice ARBELOT - Urban & Regional Development, France BU
 Benoit BAUDRY - Mobility & Infrastructure BU
 Matthieu BONNET - Asia Pacific BU
 Hervé DARNAND - Industrial Facilities BU
 Marc GIROUSSENS - Strategy & Development
 Didier LANFRANCHI - Buildings, Greater Paris Region BU
 Thierry LASSALLE - Human Resources
 Christian LISTOV-SAABYE - Nordics BU
 Sébastien PAILHES - Water, Energy, Environment & Africa Middle East BU
 Anne-Laure PATÉ - Marketing, Communication & CSR
 Antoine PIGOT - Europe & Retail BU
 François RAMBOUR - Buildings, French Regions & Equipment BU
 Olivier SERTOUR - General Secretariat, Ethics & Compliance
 Pascal THÉVENET - Development