



Protecting the environment is one of the four pillars of our CSR policy. It is inherent to eleven of the United Nations sustainable development goals.

We are mindful of the major environmental challenges facing our societies on global and local scales. Our Environmental Policy reflects our commitment to support our clients in their transition to net zero while also paying particular attention to how we manage our own sites and activities. This policy hence includes actions to reduce our impacts on the environment and prevent pollution, tying in fully with a continuous improvement process and meeting the applicable regulatory requirements

The CSR Committee is a committee of the Board of Directors. It comprises:

- the Chief Executive Officer of Artelia,
- the director of the Group's Environment activities,
- an outside member of the Board,
- an inside member of the Board,
- the Director of the Europe & Retail BU,
- the Director of the Urban & Regional Development, France BU,
- the Group's CSR Director,
- the Deputy Human Resources Director,
- the Risks Director,
- the Group's General Secretary,
- the Operations Manager of the Artelia Foundation,
- representatives of the BUs.

## OUR COMMITMENTS

### 1. Reduce the Artelia Group's carbon footprint in line with the objectives of the Paris Agreement, through our commitment to the Science Based Targets initiative (SBTi)

The Science Based Targets initiative has confirmed that the scientific targets submitted by Artelia for reducing its greenhouse gas emissions comply with the SBTi criteria and recommendations, and that the ambition of our scope 1, 2 and 3 targets is aligned with the Paris Agreement.

Artelia is hence committed to reducing:

- its absolute GHG emissions in **scopes 1 and 2 by 46.2%** by 2030.\*
- its absolute GHG emissions in **scope 3 by 27.5%** by the same deadline.\*

Each year we conduct a Group-wide greenhouse gas emissions inventory in order to quantify our emissions.

The SBTi Steering Committee, composed of business partners and business units, defines, oversees and monitors the impacts of the actions we implement with a view to meeting our climate targets. These actions, taken on an annual basis and integrating the changes made by the SBTi, aim in particular to increase the proportion of waste that we recover, reduce our energy consumption, and encourage more sustainable modes of transport.

\*Compared to 2019 emissions

### 2. Continue contributing actively to discussions on avoided emissions in our clients' projects

Harmonising the approach to emissions avoided and/or reduced in the context of projects implemented for our clients is currently a major topic of discussion across the engineering profession. Artelia is contributing actively to building a consensus and a set of working methods to assess the positive environmental impact of each assignment we carry out.

We are also developing a variety of carbon-driven design tools to reduce the overall carbon footprint of the projects we design.

### 3. Encourage our clients to commit to a project approach centred on ecodesign and environmental monitoring of work sites, including biodiversity-related aspects

Ecodesign is an engineering approach incorporating environmental, social and economic sustainability into the design at every step of the project, enabling the owner to make the best possible decisions in the face of the climate emergency, biodiversity loss, and the resource crisis.

To this end, Artelia has developed an ecodesign approach called TRACE. It consists in:

- Developing internal expertise, in particular by training 100% of our project managers in internal methods and tools dedicated to ecodesign and to environmental monitoring of work sites
- Promoting ecodesign and work site environmental monitoring on 100% of our major projects\*

\* Major bids/projects = all matters that are referred to Group Risk Evaluation Boards or subject to review by Business Unit management

# TRACE

Track - Reduce - Avoid - Carbon - Ecology



#### SIGNATORY MEMBERS OF THE EXECUTIVE COMMITTEE

<b>Benoît Clocheret</b> Chief Executive Officer	<b>Hervé Darnand</b> Industrial Facilities BU	<b>Sébastien Pailhès</b> Water, Energy, Environment & Africa, Middle East BU
<b>Frédéric Abbadie</b> Finance & Purchasing	<b>Marc Giroussens</b> Senior Vice President - Strategy & Development	<b>Anne-Laure Paté</b> Marketing, Communication & CSR
<b>Béatrice Arbelot</b> Urban & Regional development, France BU	<b>Richard Hélie</b> Canada - FNX-INNOV BU	<b>Antoine Pigot</b> Europe & Retail BU
<b>Benoît Baudry</b> Mobility & Infrastructure BU	<b>Didier Lanfranchi</b> Senior Vice President - Strategy & Development	<b>François Rambour</b> Buildings, French Regions & Equipment BU
<b>Bertrand Berdoulat</b> Buildings, Greater Paris Region BU	<b>Thierry Lassalle</b> Human Resources	<b>Olivier Sertour</b> General Secretary
<b>Mathieu Bonnet</b> Asia Pacific BU	<b>Christian Listov-Saabye</b> Nordics BU	<b>Pascal Thévenet</b> International Development