




SUSTAINABILITY REPORT
2024

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TOP MANAGEMENT LETTER

 In 2024, we reinforced our commitment to responsible and sustainable growth. Driven by a clear vision, we are consolidating our efforts to support the energy transition, boost industrial performance, and reduce our environmental footprint. Every project undertaken by Vulcain Engineering Group follows an integrated approach that combines technical excellence with a positive impact on the areas where we operate.

At the heart of our success is a multicultural team of over 6,000 talented individuals united by shared convictions. Together, we turn complex challenges into concrete, long-term opportunities. Our values guide every decision and shape our collaborative approach with our employees, our clients and all stakeholders.

We are proud of our collective achievements: strengthening our diversity and inclusion policy, delivering the first results of our low-carbon roadmap, taking initial steps to comply with European regulations, and establishing our ESG referents community within our entities to bring our commitments to life every day. Thanks to everyone's involvement, we demonstrate daily that sustainable engineering is not just an objective but also a lever for performance and cohesion.

Finally, we would like to thank all the teams who contributed to this report: our Environment and DEI leaders, the ESG referents, the sustainability reporting teams, and all the directors and employees who helped accurately showcase our progress. Your dedication and unwavering pursuit of excellence are the best guarantees of our clients' and partners' trust in the years to come.

Alban Guilloteau



EXECUTIVE SUMMARY

Because engineering plays a central role in addressing the major challenges of our time, Vulcain Engineering Group applies its expertise to an economy that respects people and the planet.

Faced with the critical issues arising from the exceedance of planetary boundaries, whether climate change, biodiversity loss or pressure on natural resources, Vulcain Engineering Group firmly believes that accelerating the sustainable transformation of industry is imperative.

Vulcain Engineering Group's development model rests on a strategy of sectoral specialization and diversification, combined with territorial and international expansion. This positioning enables the establishment of durable partnerships with major industrial clients, reinforces its status as a reference company in key sectors, and offers employees a variety of innovative and enriching technical projects.

Vulcain Engineering Group operates across the entire lifecycle of industrial projects (EPCC) and delivers high value-added engineering and project management expertise, contributing to:

- Designing, building and operating essential infrastructure that fosters more sustainable regional development.
- Optimizing industrial processes and minimizing their environmental footprint.
- Supporting the digital transformation of industry.
- Strengthening the resilience of industrial systems in the face of climatic, regulatory and social challenges.

Deployed across eight major industrial sectors, Vulcain Engineering Group's technical expertise supports efforts to decarbonize industry, transition to clean energy, enhance infrastructure resilience, improve access to healthcare, promote responsible consumption and drive innovation.

In 2024, Vulcain Engineering Group truly integrates ESG considerations at the heart of its strategy.

To support its growth, Vulcain Engineering Group is partnering with a new consortium of shareholders who place the promotion of sustainable growth at the core of their priorities. This shift strengthens the integration of ESG factors into the Group's strategy and financing.

Simultaneously, the creation of an ESG referent community within each entity ensures the consistency of ESG commitments worldwide. The Group ESG committee convenes monthly for thematic workshops on best-practice sharing and quarterly for plenary sessions.

Vulcain Engineering Group fully aligns its actions with the United Nations 2030 Agenda. Several of its activities directly contribute to achieving priority Sustainable Development Goals (SDGs) through concrete projects in energy, sustainable infrastructure and industrial transition. In 2024, 37% of revenues are directly linked to these SDGs.

Through these commitments, Vulcain Engineering Group reaffirms its determination to put engineering at the service of sustainable, structural and inclusive development.

The ethical management of our activities remains a top priority for Vulcain Engineering Group at every level of its value chain.

Committed to generating positive impacts and minimizing negative ones, Vulcain Engineering Group upholds human rights both in its own operations and throughout its value chain. Signatory to the United



Nations Global Compact since 2017 and to the Engineering Charter for Climate since 2019, the company works to prevent, identify and remediate any potential or actual adverse impacts on fundamental rights.

Because ethics are seen as a lever for sustainable performance and a key factor in building trust, the Code of Ethical Conduct serves as the definitive guide to expected behaviors, responsible professional practices and collective commitments. It applies to all employees regardless of status or function as well as to all external stakeholders (clients, suppliers, partners, subcontractors). This code is founded on Vulcain Engineering Group's four core values: openness, teamwork, care and pursuit of excellence.

In compliance with France's Sapin II law, a comprehensive corruption-risk mapping exercise has been conducted. This mapping covers all processes that could expose the company to corruption risk, especially in third-party relationships, and includes both the parent company and its global subsidiaries.

Over the past two years, no legal or regulatory actions related to human rights violations or unethical practices have been recorded. Vulcain Engineering Group has not been challenged by any National Contact Point nor implicated in breaches of the UN Global Compact or OECD guidelines. In 2024, the whistleblowing mechanism embedded in the Code of Conduct allowed us to register and address 13 reports concerning alleged moral or sexual harassment, fraud risks or other suspicious behaviors.

In alignment with our ethics and integrity commitments, Vulcain Engineering Group places special emphasis on personal data protection and information-system security. We continuously strengthen our cybersecurity framework to prevent risks associated with cyberattacks, intrusions and data leaks. An internal information security policy, supported by a business continuity plan and an annual penetration test, highlights this effort. In 2024, no data breaches or major security incidents were detected. These measures reflect our dedication to compliance, risk prevention and the trust of all Vulcain Engineering Group's digital stakeholders.

With the Corporate Sustainability Reporting Directive (CSRD), Vulcain Engineering Group transforms a regulatory requirement into a driver of enhanced extra-financial performance.

Growing in both headcount and revenue, Vulcain Engineering Group falls under new regulatory obligations, including the CSRD, and is required to publish its first sustainability statements in 2028 for the 2027 reporting year.

To prepare for this, Vulcain Engineering Group plans to voluntarily adopt the EFRAG's VSME standards (Voluntary Sustainability Reporting Standards for non-listed SMEs) as early as 2026, thereby structuring and strengthening its sustainability reporting ahead of the CSRD's formal enforcement.

A dedicated project team steers this initiative at the Group level in collaboration with internal and external stakeholders. In summer 2024, we conducted a double-materiality assessment with Forvis-Mazars to identify the ESG issues most material to Vulcain Engineering Group.

Together, these efforts bolster Vulcain Engineering Group's positive ESG impact and mark a new milestone in the integration of sustainability into our core strategy.

Vulcain Engineering Group is fully committed to diversity, professional equality, skills development and enhanced working conditions.

In 2024, our workforce grew from 3,753 to over 5,800 full-time equivalents (FTEs), a rise of more than 55%. This expansion resulted from two complementary dynamics: a net organic increase of 314.4 FTEs, reflecting the balance of hires and departures on a constant perimeter, and M&A operations that integrated over 1,700 new employees. Since January 2024, our global HR community has been meeting regularly to share experiences, local practices and common challenges, thereby strengthening cohesive worldwide HR management.



As part of our commitment to diversity and professional equality, we monitor gender balance. In 2024, women represented 33% of all employees and 39% of managers. Our HR policies reinforce pay transparency and equality, diversity in all its forms and the inclusion of people with disabilities.

Skills development is a strategic lever for supporting Vulcain Engineering Group's transformation and enhancing employees' sustainable employability. Across our entities, learning formats range from project-feedback sessions to peer-to-peer knowledge sharing via an internal e-learning platform.

Employee engagement is central to our HR policy. Since 2022, we have participated annually in the Great Place to Work survey, which anonymously gathers feedback on quality of work life, management, fairness, recognition and pride of belonging. For entities not covered by this survey, engagement and working conditions are tracked through internal audits or surveys, with an average satisfaction rate exceeding 80%.

Workplace safety is of paramount importance. In 2024, our teams logged over 10.1 million hours worked. During this period, 49 accidents were reported, with no fatality, and the accident frequency rate across all operations remained below 5, reflecting controlled incident levels despite rapid growth and varied working environments. The overall absenteeism rate stood at 2%.

In response to the climate crisis, Vulcain Engineering Group is committed to ambitious environmental targets aligned with the Paris Agreement.

Our entities have set an annual target to reduce greenhouse-gas emissions by 4% per FTE and to measure their carbon footprint each year according to the GHG Protocol (Scopes 1, 2 and 3).

To deliver on these commitments, a 2024–2030 climate action plan has been defined around three pillars:

- Reducing direct and indirect emissions
- Fostering an environmental culture across the organization
- Improving carbon accounting and reporting

Over the past two years, no legal or regulatory actions related to negative impacts on biodiversity, flora or fauna have been reported by stakeholders, nor have any incidents or disputes arisen in this area.



1. PRESENTATION OF THE VULCAIN ENGINEERING GROUP

The Vulcain Engineering Group, an engineering and consulting player, supports global industrial leaders in their transition towards a more responsible and sustainable future. We support our clients in the design, construction, commissioning and operation of their complex infrastructures that will shape tomorrow's world.

1.1 THE GROUP

Faced with global challenges related to exceeding planetary boundaries, whether climate, biodiversity or water resources, **the Vulcain Engineering Group affirms its conviction: it is imperative to accelerate the sustainable transformation of industries.** Because engineering plays a central role in responding to the major challenges of our time, the company places its expertise at the service of an economy that respects both people and the planet.

Present in strategic sectors such as energy, health and infrastructure, the Vulcain Engineering Group mobilizes its technical know-how to support environmental, social and societal transitions, responding to society's fundamental needs.

The corporate culture is based on **four fundamental values: Compassion, Team spirit, Quest for Performance and Inclusiveness.** They nourish internal cohesion and structure relationships with stakeholders, in a spirit of transparency, proximity and shared excellence.



We are Present in

16 countries

GERMANY BELGIUM CANADA CHILE COLOMBIA DENMARK SPAIN UNITED-STATES FINLAND FRANCE MOROCCO
NETHERLANDS QATAR UNITED-KINGDOM SWEDEN SWITZERLAND

Specialized in engineering and technical consulting, the Vulcain Engineering Group is an international Group with strong growth. **With more than 6,000 employees working in 16 countries, the company demonstrates a strong presence in France (74.8% of turnover) while continuing to expand its activities**



internationally (25.2%). This multi-local model strengthens our ability to respond to our clients' challenges and promotes the development of international synergies.

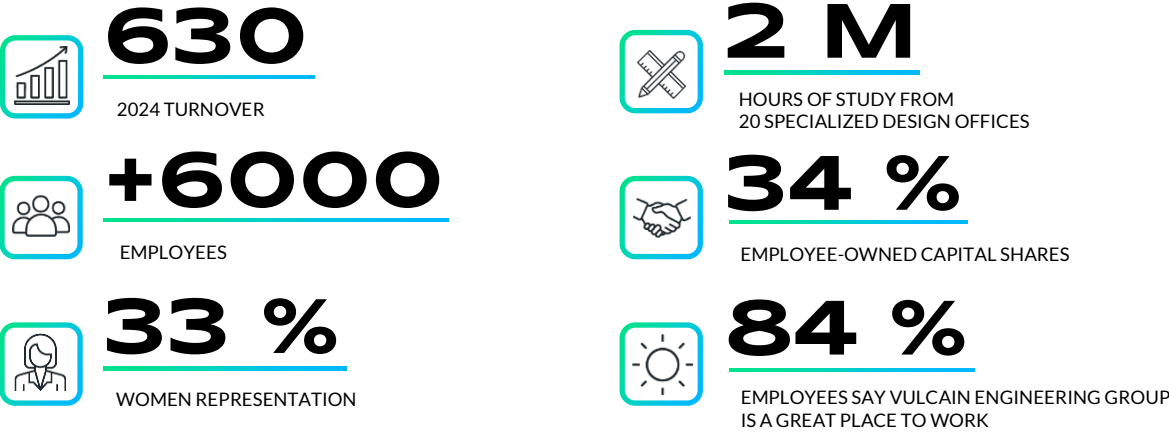
The Vulcain Engineering Group's growth model is based on a strategy of specialization and sector diversification, combined with a logic of territorial deployment. This positioning allows for building lasting partnerships with major industrial contractors, strengthening its role as a reference company in its key sectors, and offering employees varied, innovative and enriching technical projects.

The Vulcain Engineering Group intervenes throughout the entire lifecycle of industrial projects (EPCC) and offers high value-added project management missions. The company supports industrial players in implementing complex and meaningful projects, particularly in the sectors of energy (including nuclear, hydrogen, renewables), health, transport, industrial processes and environment.

The business expertise is mobilized to:

- **Design, build and operate** essential infrastructures promoting more sustainable territorial development.
- **Optimize** industrial processes and limit their environmental footprint (decarbonization, energy efficiency, reduced water consumption, pollution limitation);
- **Support the digital transformation** of industries through the deployment of digital solutions promoting performance and innovation.
- **Strengthen** the resilience of industrial systems, facing climate, regulatory and social challenges.

1.2 KEY FIGURES



1.3 SECTORS OF INTERVENTION

The activities of the Vulcain Engineering Group cover eight strategic sectors, at the heart of energy, ecological, technological and societal transitions. This sector diversification, combined with advanced specialization in each domain, allows the Group to respond to the specific challenges of its clients, while strengthening its resilience and its ability to generate intersectoral synergies.

The technical expertise of the Vulcain Engineering Group notably supports industry decarbonization efforts, transition to clean energy, infrastructure resilience, access to health, responsible consumption,



and innovation development. These projects directly contribute to several Sustainable Development Goals (SDGs) defined by the UN.

- **Gas, Renewable Energy and Electricity:** By integrating solutions such as solar or wind energy, energy efficiency is optimized, actively contributing to the ecological transition of territories and the decarbonization of industrial activities. Engineering expertise enables developing solutions aimed at maximizing clean energy production and reducing carbon footprint, while ensuring sustainable and reliable performance.
- **Nuclear:** A recognized player in the nuclear sector, involved in design, maintenance, dismantling and development projects for new reactors, particularly small modular reactors (SMR). The deployed expertise contributes to decarbonized electricity production, while guaranteeing the highest standards of safety, traceability and regulatory compliance.
- **Railway:** Supporting mobility transformation with infrastructure, signaling, rolling stock and automation projects, serving safer, more reliable and decarbonized public transport.
- **Infrastructure:** Participation in the design, project management and modernization of complex infrastructures (buildings, public works, data centers, etc.), with systematic integration of environmental, sustainability and energy performance dimensions. This approach allows reconciling technical requirements, operational efficiency and environmental responsibility from the upstream phases of projects.
- **Energy networks:** Innovative and sustainable solutions are designed and deployed to modernize electricity and gas distribution networks. Thanks to recognized expertise in smart grids, renewable energy integration and digitalization, the competitiveness of major industrialists is strengthened. The support covers the entire infrastructure lifecycle: from optimizing existing installations to secure deconstruction, through the integration of advanced technologies guaranteeing reliable, resilient and environmentally friendly networks.
- **Health and life sciences:** Supporting industrialists in pharmaceutical, biotechnology and health sectors in their critical installation projects, processes or regulatory compliance, with a high level of requirement in terms of quality, traceability and safety. Engineering capabilities and R&D expertise contribute to developing cutting-edge technologies, combining eco-design, industrial risk control, energy efficiency and operational excellence.
- **Naval:** Engineering and embedded systems competencies are mobilized to respond to the needs of civil and military naval programs, particularly in defense and energy transition of maritime transport. This expertise allows supporting the sector's evolution by integrating innovative low-carbon solutions, thus contributing to the progressive decarbonization of maritime mobility.
- **Digital:** With expertise dedicated to the digital transformation of industrial projects, digital is a sector in its own right. Thanks to digital twins, simulations, collaborative platforms, cybersecurity or BIM, it contributes to a more efficient, sober and traceable industry. In coherence with CSR commitments, these tools help reduce carbon footprint and optimize resource usage. Digital also intervenes to support other sectors, creating synergies in service of sustainable performance.



2. INTRODUCTION TO THE ESG REPORT

This report presents the main ESG commitments, actions and indicators of the Vulcain Engineering Group for the year 2024. It is part of a logic of transparency and progressive alignment with CSRD requirements. It is the result of the ESG data collection campaign conducted with subsidiaries as part of reporting to shareholders, carried out between January 14 and April 18, 2025.

2.1 SCOPE COVERED IN THE 2024 ESG REPORT

The environmental, social and governance (ESG) information presented in this report covers **the parent company of the Vulcain Engineering Group and its subsidiaries**. The covered scope represents **98.2% of the Group's consolidated turnover** in 2024.

Excluded from this scope are newly acquired or created entities, for which the ongoing integration processes do not yet allow complete data consolidation. The excluded companies represent **1.8% of consolidated turnover** in 2024.

The companies covered in this report are detailed in the appendix.

2.2 THIRD-PARTY VERIFICATION OF ESG DATA

The information communicated in this report is partially verified by a third party. **Data relative to greenhouse gas (GHG) emissions are audited and validated by the Actheos firm with moderate assurance.**

In particular, 2024 GHG emissions and carbon footprint per FTE have been audited and validated for the companies Vulcain Services, Consultys RA, Consultys Ouest, Consultys Services, Consultys IDF, CCAMY, Evolutec, ABE, Infogène SAS, Infogène Amoa, Infogène Data, Infogène Digital, Infogène Infra, Infogène Ingénierie, Infogène Sud-ouest, Infogène Nord, Infogène Test, Pharmasys Fr, Sofren SAS, Sofratom, Atif SAS (Pagoline), Atlantic ingénierie (Pagoline) and Pagoline SAS, subsidiaries of the Vulcain Engineering Group.

The audit report attests to a total emissions amount of 21,587 tCo2e (cumulative Scopes 1, 2 and 3) according to the GHG Protocol and a total greenhouse gas emissions amount per FTE of 5.59 tCo2e/FTE (cumulative Scopes 1, 2 and 3) for the audited scope only. The various analyses also show that the GHG Assessment of the Vulcain Engineering Group covers at least 50% of the group's FTEs for the year 2024, with 67.19% of FTEs covered by the 2024 GHG Assessment audit.

The results of the 2024 carbon assessment are detailed in the Environment chapter of this report.



3. GOVERNANCE

Governance encompasses the steering, control and transparency mechanisms that frame the company's strategy and operations. It notably includes the composition of governing bodies, business ethics, risk management, as well as ESG approach management. Effective governance allows for sustainably integrating responsibility issues into decision-making and strengthening stakeholder confidence.

3.1 GOVERNANCE BODIES

The governance of the Vulcain Engineering Group is structured around two complementary and independent bodies: the Supervisory Board and the Executive Committee.

The **Supervisory Board** is composed of shareholder representatives and plays an essential advisory and supervisory role in company management. It ensures proper strategy execution, respect for stakeholder interests and governance practice compliance. Its independence guarantees objective evaluation of decisions made by executive management. The Supervisory Board of the Vulcain Engineering Group is chaired by Jean-Bernard LEVY, an independent member, and is composed of **9 members and 3 censors, including 1 woman.**

The **Executive Committee** is chaired by Alban Guilloteau, President of the Vulcain Engineering Group. It brings together the main operational and functional directors, and ensures strategy definition and implementation. It manages daily activity, coordinates cross-functional projects, and ensures the company's overall performance, including environmental, social and societal aspects. It is composed of **15 members, including 3 women.**

In the interest of transparency and ethics, **the two bodies are chaired by distinct individuals.** This separation of responsibilities helps **strengthen internal control mechanisms, limit conflicts of interest and promote ethical and balanced governance.**

Extended Executive Committee of the Vulcain Engineering Group (15 members, 3 women)

Member	Position Title
Alban GUILLOTEAU	President
Frédéric GRARD	Director of International Development
Stanislas GAILLARD	Chief Financial Officer
Stanislas BRACHET	Technical Director
Renaud GILI	Chief Human Resources Officer
François-Régis LECLERC	Chief Information Systems Officer
Jérôme BENOIT	General manager of Vulcain Services
Yann AUBRY-LECOMTE	General manager of Sofren Group
Arnaud COULON	General manager of Infogène Group
Nicolette VYCE	General manager of Vulcain UK
Natacha SCHMITZ	Finance Control Director
Jérôme ZINK	GRP sector Director
Thierry CHANTRIAUX	Railways sector Director
Véline ARGIROVA	Nuclear sector Director
Thomas VALENTIN	Health & Life Sciences sector Director



Members of the France Management Committee, as specified below, are also regularly associated with executive or management committee meetings.

France Management Committee (20 members, 7 women)

Member	Position Title
Ursula DELAJOULX	France Finance Control Director
France DESNOUVEAUX	France HR Director
Maxime CHINCHILLA	France Deputy Chief of Operations
Hind BADREDDINE	Legal and M&A manager
Alix BUTEL	Group CSR Director

3.2 SUSTAINABILITY COMMITMENTS

Sustainability management constitutes a structuring strategic issue for the Vulcain Engineering Group, committed to accelerating industry transformation by supporting its clients towards deploying solutions that respect people and the environment.

The Vulcain Engineering Group's commitment to sustainable development is based on a strong conviction, long carried by its management. Integrated at the heart of the business strategy, the CSR approach is consistent with the nature of activities and reflects a constant desire to act responsibly in the face of environmental, social and governance challenges.

3.2.1 ESG issues at the heart of the strategic dialogue with financial stakeholders

In 2024, to support its development, the Vulcain Engineering Group commits alongside a new consortium of shareholders who place the promotion of sustainable growth at the heart of their concerns, thus strengthening the impact of ESG issues on the Group's strategy and financing. Shareholder support involves demanding and constructive dialogue, which pushes the Group to define a sustainable trajectory around clear, measurable, and shared objectives.

Furthermore, the Group's commitment translates concretely through the establishment of impact financing, in the form of a loan indexed on ESG indicators (Sustainability-Linked Loan). This mechanism strengthens responsibility and transparency, by aligning extra-financial performance with economic commitments. Two key performance indicators (KPIs) have been selected to drive this approach.

- Increasing the **proportion of women in the organization**, particularly in management positions, in a logic of promoting diversity and professional equality in the engineering sector;
- The **annual reduction of greenhouse gas emissions per FTE by 4%**, aligned with the carbon neutrality objective and the transition plan.

A third extra-financial performance indicator must be defined in 2026.

These financial and operational commitments structure a measurable progress trajectory, reflecting the will to align its economic performance with its environmental and social impacts, in a logic of sustainable value creation.

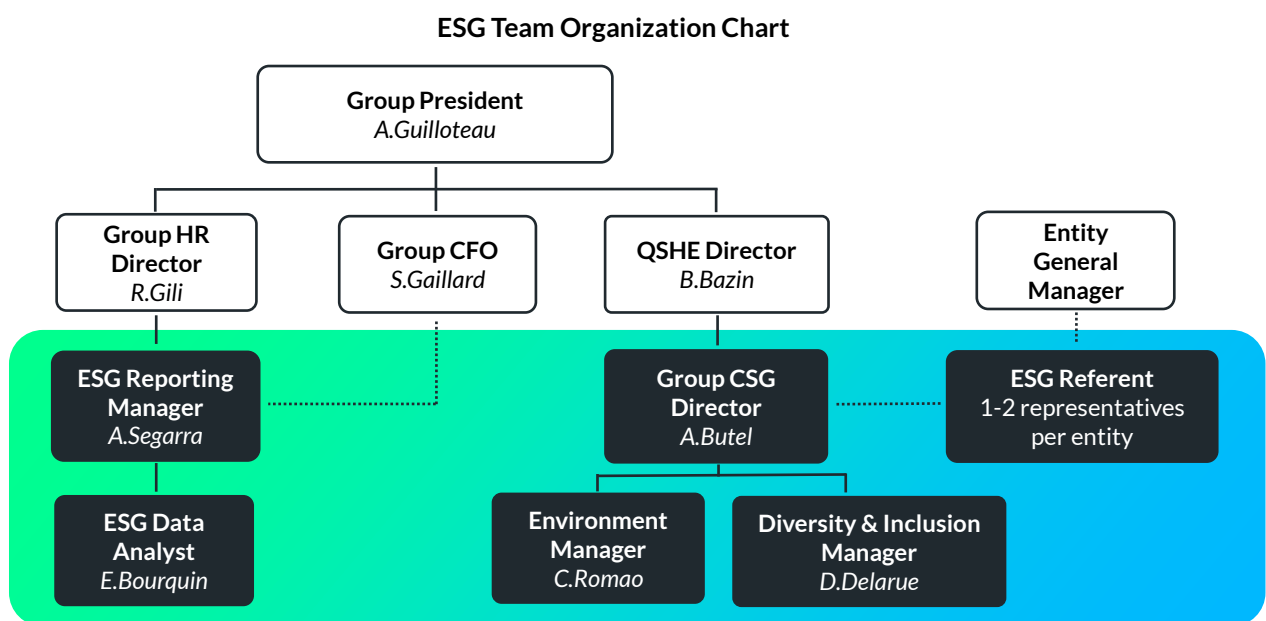


3.2.2 A dedicated team to carry sustainability issues throughout the Group

ESG governance within the Vulcain Engineering Group relies on a dedicated organization, led by the Group CSR Director, accompanied by the Environment Manager and the Diversity & Inclusion Manager, who define and animate the CSR policy, in close connection with business directions and local ESG referents.

Under the supervision of the Group HR Director and CFO, the Social Reporting Manager and the ESG Data Analyst support regulatory compliance projects and guarantee the consolidation of data collected within the Group.

In 2024, the Vulcain Engineering Group created its Community of ESG referents to ensure continuity and coherence of CSR commitments across all Group entities. This ESG Committee meets once a month for thematic workshops sharing best practices, and once a quarter for a plenary assembly.



3.2.3 Group CSR policy and ESG report publication

Aware of its role in transforming industrial sectors, the Vulcain Engineering Group deploys an ambitious CSR policy, aligned with major sustainability issues and stakeholder expectations. This approach is anchored in a mission guided by fundamental values: **sustainable performance, ethics, inclusion, and respect** for people, territories and the planet.

This policy aims to reconcile operational excellence and societal responsibility, by mobilizing all teams around a common objective: building, through engineering, a more sustainable and equitable future. It is structured around four major axes:

- **Contribution to carbon neutrality and environmental resource preservation**
 - Reduce environmental impact, particularly carbon, energy consumption and waste linked to business activities.
 - Consider planetary boundaries in project realization to support clients in taking these issues into account.
- **Promotion of scientific and technical professions and solidarity**
 - Promote scientific and technical professions to all, particularly young people.
 - Encourage employee engagement and solidarity.



- **Ethical business conduct**
 - Guarantee ethical behavior to all stakeholders, fighting against corruption.
 - Protect confidential information to which we have access.

- **Responsible purchasing.**
 - Associate suppliers with its societal approach.
 - Sign the RFAR charter and implement the 10 commitments that compose it.
 - Promote solidarity purchasing, particularly from social insertion and disability actors, and with low environmental impact.

Currently, the CSR policy mainly applies to French entities. By 2026, its scope of application will be progressively extended to all entities, with the objective of building a common framework of responsible commitments at the scale of the Vulcain Engineering Group.

In certain entities, these orientations already translate into concrete actions, supported by specific policies, such as the Disability policy, the Professional Equality policy or the Environment policy, particularly when they are associated with ISO 14001 certification.

Overall, several entities already use recognized standards, illustrating their commitment to quality, environment or social responsibility. The table below presents the main certifications currently in place (ISO 9001, ISO 14001, EcoVadis).

CSR certifications and labels of Vulcain Engineering Group subsidiaries

Certifications & labels	Concerned subsidiaries
EcoVadis Silver	Vulcain Services et ses filiales
ISO 9001	Atlantic Ingénierie, ATIF, CCAMY Systèmes, Crouch Waterfall, Evolutec Ingénierie, Insite, Nipromec group, PDL, Vulcain Engineering Belgique, Vulcain Naval Atlantique, Vulcain Naval Méditerranée, Vulcain Services, Vulcain Engineering UK
ISO 14001	Applied Management, ATIF, Evolutec Ingénierie, Nipromec group, PDL, Vulcain Services

In 2024, the Vulcain Engineering Group obtained the **EcoVadis Silver medal**, a recognition delivered by one of the main independent CSR performance evaluation organizations worldwide. This rating is based on the analysis of precise criteria such as environment, social, ethics and responsible purchasing. It is an objective and external recognition of the robustness of its approach, while guaranteeing to the stakeholders of the Vulcain Engineering Group, particularly its shareholders and clients, the credibility and transparency of its commitments.

The Vulcain Engineering Group publishes an annual ESG report that reflects its desire to **structure, manage and report on its environmental, social and governance commitments**. This report is written with the will to align with GRI standard principles, to facilitate reading, analysis and ensure better transparency of ESG indicators. For the coming year, it aims to evolve its approach towards a report compliant with VSME requirements (simplified version of ESRS), in response to the growing expectations of its shareholders and stakeholders in terms of transparency and sustainable performance.

3.2.4 Commitments aligned with United Nations Sustainable Development Goals (SDGs)

The Vulcain Engineering Group fully inscribes its action within the framework of the United Nations 2030 Agenda. Several of its revenue-generating activities directly contribute to the realization of priority Sustainable Development Goals (SDGs), through concrete projects in the domains of energy, sustainable infrastructure or industrial transition.



Among the SDGs most directly linked to the core business of the Vulcain Engineering Group:

- **SDG 3.8:** "Enable everyone to live in good health and promote the well-being of all".
- **SDG 7.1:** "Guarantee everyone's access to reliable and modern energy services, at an affordable cost".
- **SDG 7.2:** "Significantly increase the share of renewable energy in the global energy mix".
- **SDG 9.1:** "Establish quality, reliable, sustainable and resilient infrastructure (...) at an affordable cost and under equitable conditions".
- **SDG 9.4:** "Modernize infrastructure and adapt industries to make them sustainable, through more rational use of resources and increased recourse to clean and environmentally friendly industrial technologies and processes (...)".
- **SDG 11.2:** "Ensure everyone's access to safe, accessible and viable transport systems, at an affordable cost, by improving road safety, particularly by developing public transport, (...)".
- **SDG 12.4:** "Establish ecologically rational management of chemicals and all waste throughout their lifecycle (...) and significantly reduce their discharge into air, water and soil, to minimize their negative effects on health and the environment."

All these objectives are directly supported by operational activities, representing a significant part of its turnover: **in 2024, 37% of turnover directly contributes to achieving these objectives.**

Beyond its economic activity, the Vulcain Engineering Group acts concretely to strengthen its positive social impact, in connection with several SDGs. These commitments translate through its internal policies, its managerial practices and the initiatives carried by its teams at all levels of the organization. In particular, the Vulcain Engineering Group contributes to:

- **SDG 4.4:** "Develop technical and professional skills through training, alternation and knowledge transmission".
- **SDG 5.1/5.5:** "Promote equality between women and men, particularly in terms of access to training, governance and equitable remuneration".
- **SDG 8.5/8.8:** "Guarantee decent, sustainable and ethical working conditions, by promoting stable and secure employment".
- **SDG 12.5:** "Strengthen internal practices of reduction, sorting and waste valorization, particularly on technical projects".
- **SDG 13.1/13.3:** "Integrate the fight against climate change into internal processes, training and employee awareness".
- **SDG 16.5:** "Strengthen integrity and transparency in business relations through its code of conduct, its alert systems and its anti-corruption policies".

Through these commitments, the Vulcain Engineering Group affirms its will to **put engineering at the service of sustainable, structuring and inclusive development**, acting as much through its activities as through its corporate culture. This approach is fully inscribed in the global priorities of a just transition, as defined by major international orientations.



3.3 BUSINESS CONDUCT

The Vulcain Engineering Group places ethical business conduct at the heart of its governance and operational practices. **Integrity, transparency and responsibility guide its activities in all countries where it operates, and structure its relationships with all internal and external stakeholders.**

Concerned with generating positive impacts and limiting negative impacts, the Vulcain Engineering Group commits to respecting human rights, both in its own operations and throughout its value chain. A member since 2017 of the United Nations Global Compact and since 2019 of the Engineering for Climate Charter, the company ensures to prevent, identify and address any potential or proven negative impact on fundamental rights linked to its activities, products or partners.

3.3.1 *An ethical code of conduct as a common foundation*

The Ethical Code of Conduct of the Vulcain Engineering Group constitutes the reference document regarding expected behaviors, responsible professional practices and collective commitments. **It applies to all employees**, regardless of status or function, **as well as to all external stakeholders** (clients, suppliers, partners, subcontractors).

This code is based on the Group's four values and notably integrates commitments in terms of:

- **Respect for fundamental human rights**, equity, diversity and inclusion,
- **Fight against corruption**, conflicts of interest, discrimination and harassment,
- **Prevention against fraud**, facilitation payments and money laundering,
- **Respect for confidentiality** of data and principles of fair competition.

The code is regularly updated to account for regulatory changes (notably the Sapin II law) and international best practices, such as those of the OECD, the United Nations Global Compact and the ILO.

Training and awareness actions on ethics are regularly offered to employees, particularly those in exposed functions (purchasing, finance, commercial, inspection). These trainings aim to strengthen the culture of integrity, discernment capacity and prevention of ethical risks in daily decisions.

The Vulcain Engineering Group considers that ethics is a lever for sustainable performance and a key factor of trust with its clients, partners and investors.

3.3.2 *An ethical commitment extended to the value chain*

The Vulcain Engineering Group supports the 10 principles of the Global Compact relating to Human Rights, labor standards, environment and the fight against corruption. As such, it also **ensures respect for these principles by its partners** (subcontractors, suppliers, business providers, senior advisors, co-contractors...) and extends its commitments to its value chain:

- A **Partners Ethical Code of Conduct**, integrating social, environmental and governance requirements.
- **ESG selection and evaluation criteria** in its tender and contracting processes.
- Reinforced vigilance on respect for fundamental rights and labor law throughout the entire subcontracting chain.



As part of its responsible purchasing approach, the Vulcain Engineering Group conducted in 2023/2024 a targeted CSR survey with its main suppliers and subcontractors based in France, with the aim of **evaluating their maturity level in terms of ethics, governance and regulatory compliance and climate commitment**. This diagnosis, carried out using a structured questionnaire, particularly focused on the following domains: corruption prevention, existence of codes of conduct, alert systems, relations with public agents, conflict of interest management, gift and benefit policy, environmental ambitions, climate policy, social engagement or responsible purchasing approach.

The survey also aimed to verify partners' adherence to the Ethical Code of Conduct and identify potential gaps or risk areas to address. Similarly, it allows the Vulcain Engineering Group to identify suppliers already mature and committed to CSR subjects.

It led to the implementation of two distinct action plans: one for suppliers, the other for subcontractors, to support the maturity development of each in a logic of continuous improvement. This survey will be renewed in 2025/2026.

3.3.3 Risk analysis and alert mechanisms

As part of its obligations under the Sapin II law, the Vulcain Engineering Group has deployed a corruption risk mapping covering all managerial, operational and support processes likely to expose the company to risks, particularly in its relations with third parties (clients, suppliers, partners). It applies to both the parent company and all its subsidiaries, in France and internationally.

Updated in 2024, this evaluation allows identifying, prioritizing and monitoring risk situations, to feed training actions, control procedures and compliance mechanisms implemented by the Group.

The implementation of these commitments relies on a structured **risk monitoring and ethical alert system**:

- A **Group Ethics Committee**, composed of management members and key functions, responsible for ensuring the Code application and analyzing received alerts.
- A **Group Compliance Manager**, in charge of managing the anti-corruption compliance program and deploying awareness actions.
- A **Network of operational ethics referents** in local entities, ensuring proximity relay on integrity and alert questions.

The Vulcain Engineering Group has a **whistleblowing system**, as described in its Ethical Code of Conduct. This mechanism allows all employees and external stakeholders to:

- **Request advice or express questions** concerning the application or interpretation of ethical principles.
- **Report** any breach of legal or regulatory obligations, as well as any situation contrary to the principles stated in this Code, such as fraud or corruption practices, real or potential conflicts of interest, or serious violations of competition law.

Any employee or stakeholder of the Vulcain Engineering Group can address a question or report by contacting the Ethics Committee. The confidentiality of whistleblower identity and total protection against any form of retaliation are guaranteed, in compliance with legislation in force in the different countries where the Group is present.

In 2024, the system allowed identifying and handling 13 reports relating to presumed situations of moral and/or sexual harassment, fraud risks or suspicious behavior, resulting in disciplinary measures ranging from warning to dismissal for serious misconduct, depending on the severity of established facts.



These elements testify to the system's effectiveness and the Vulcain Engineering Group's commitment to **preserve an ethical, safe and respectful work environment**, based on transparency, responsibility and integrity.

3.3.4 Incidents

Over the past two years, **no legal or regulatory action related to human rights violations or unethical practices has been carried out**. The Vulcain Engineering Group has **not been subject to any questioning by a National Contact Point (NCP)** or involvement in violations of Global Compact or OECD principles.

Similarly, **none of the main suppliers or subcontractors**, when they exercised support activities on behalf of the Vulcain Engineering Group, **were concerned by legal or regulatory procedures** during the same period.

Furthermore, the company has not been the target of public allegations from external stakeholders (NGOs, press, unions or others) relating to attacks on fundamental rights, environment or governance.

This absence of incidents or public controversies testifies to the robustness of the Vulcain Engineering Group's ethical commitments and the level of requirement applied to its value chain.

3.4 PERSONAL DATA PROTECTION AND CYBERSECURITY

In continuation of commitments regarding ethics and integrity, **particular attention is paid to personal data protection and information system security**, essential elements of responsible business conduct in the digital age.

In accordance with the General Data Protection Regulation (GDPR), the Group has implemented procedures aimed at guaranteeing the confidentiality, integrity and traceability of data processed in the context of its activities, whether internal, client, supplier or candidate data.

In parallel, the Vulcain Engineering Group continuously strengthens its cybersecurity system, to prevent risks linked to cyberattacks, intrusions and data leaks. This approach relies on an internal IT Systems Security policy, a business continuity policy, annual Pentest realization as well as adherence to specific insurance. These systems are applied to all companies connected to the Group's IT architecture (3 exceptions in 2024).

No cybersecurity or data violation was detected in 2024.

3.5 CSRD

The Vulcain Engineering Group is among the companies concerned by the Corporate Sustainability Reporting Directive (CSRD), the new European framework for mandatory extra-financial reporting, which reinforces ESG transparency requirements. In the current state of regulation, and since the vote of the Omnibus law and the DDADUE law, **the first sustainability report compliant with CSRD will be published in 2028 on 2027 data.**

To prepare for CSRD requirements, the Vulcain Engineering Group plans to voluntarily comply with VSME standards (Voluntary Sustainability Reporting Standards for non-listed SMEs), published by EFRAG, from



2026 to structure and strengthen its sustainability reporting upstream of the formal entry into force of the CSRD.

In this context of regulatory evolution, the Vulcain Engineering Group engaged from 2024 a proactive approach to anticipate CSRD directive requirements and structure its long-term sustainability strategy. The approach is managed at Group level by a dedicated project manager, in close connection with different company directions.

Several structuring actions of compliance implementation have already been engaged:

- **Internal awareness** was organized for key functions (CSR, finance, legal, HR, etc.), to sensitize teams to ESRS (European Sustainability Reporting Standards) requirements and structuring principles of sustainable reporting (double materiality, value chain, governance, indicators...).
- **A double materiality analysis was conducted during summer 2024**, with the support of Forvis Mazars firm. It allowed identifying the most significant ESG issues for the Vulcain Engineering Group, both in terms of external impacts and risks/opportunities for the company. This analysis will be reviewed and updated in 2027.
- **A gap analysis was initiated** to evaluate the company's preparation level regarding ESRS requirements, identify improvement axes, and build a progressive compliance roadmap. This ongoing project is being redesigned considering recent regulatory framework developments.

The results of these analyses will be the foundation for building the 2025-2028 ESG roadmap, currently being deployed. This will ensure the coherence of CSR commitments with CSRD requirements, while strengthening long-term sustainable value creation. **All these works testify to the strengthening of CSR governance and mark a new step in integrating sustainability issues at the heart of the Vulcain Engineering Group's strategy.**

3.6 EU TAXONOMY

The EU Taxonomy aims to identify economic activities considered environmentally sustainable, according to precise technical criteria. It requires concerned companies to declare their share of turnover, investments (CAPEX) and operational expenses (OPEX) corresponding to "eligible" and "aligned" activities.

3.6.1 Green Revenue under SDGs

In 2024, the Vulcain Engineering Group engaged in a **progressive compliance approach**, in connection with the CSRD preparation work. It confirmed its eligibility for the system but has not yet finalized the calculation of its Taxonomy alignment indicators (turnover, CAPEX and OPEX).

Analysis work is ongoing, conducted in close collaboration by teams responsible for sustainability reporting and Group Finance Control teams, with the objective of structuring a robust methodology.

In this transitional phase, the Vulcain Engineering Group has chosen to **adopt a pragmatic approach, relying on the United Nations Sustainable Development Goals (SDGs)** as a positive contribution framework. A first internal consolidation, based on project correspondence to SDG targets (clean energy, sustainable infrastructure, etc.), allows evaluating at **37% the share of "green" turnover**, with positive impact.



3.6.2 Industry exposure

In a logic of transparency towards its stakeholders, the Vulcain Engineering Group declares its exposure to economic activities or sectors likely to generate significant impacts in environmental, social or governance matters, or to be exposed to sustainability risks.

As such, **no direct revenue from the production, refining or marketing of fossil fuels was received**. The company also is not involved **in the manufacture, sale, financing or operational support of activities relating to controversial weapons**, particularly nuclear, chemical or biological weapons, cluster munitions or indiscriminate weapons, in accordance with international conventions in force.

4. SOCIAL

The social pillar of ESG concerns the company's relationships with its employees and all of Society. It includes issues such as working conditions, diversity and inclusion, training, health and safety, or local impact. A solid social policy promotes employee engagement, strengthens the company's reputation and contributes to its overall performance.

4.1 WORKFORCE

The Vulcain Engineering Group workforce is expressed in headcount (HC), i.e. in total number of people present in the organization at the end of the reference period, regardless of their work quota. They are distinguished between permanent contracts and non-permanent (fixed-term contract, apprenticeship and professionalization contract). This distinction allows more faithfully reflecting employment stability within the Vulcain Engineering Group and tracking the dynamics of recourse to more flexible employment forms. **Employees under permanent contracts represent most of the workforce (97.3%), illustrating the company's commitment to a sustainable and structuring social model.**

Workforce distribution as of 31.12.2024 by contract type

	Number	Percentage
Permanent contract	5448	92.7%
Construction Permanent Contract*	269	4.6%
Permanent Headcount	5717	97.3%
Apprenticeship, training contract	55	0.9%
Fixed-term contract	36	0.6%
Other non-permanent contract	71	1.2%
Non-Permanent Headcount	162	2.7%
Total	5879	

*French contract type called CDI-C (Contrat à durée indéterminée de chantier) that is a permanent contract specific to the construction sectors. The CDI-C ends when the construction is over, unrelated to the time of completion.

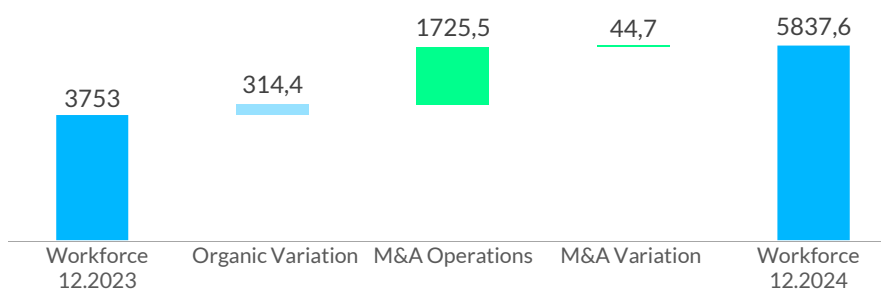
In 2024, the Vulcain Engineering Group experienced **exceptional workforce growth, going from 3,753 to more than 5,800 FTEs**, a progression of more than 55%. This evolution is based on two complementary dynamics:

- **Net organic growth of +314.4 FTEs**, resulting from the positive balance between hirings and departures at constant scope.
- **Merger and acquisition (M&A) operations** that amounted to the integration of more than 1,700 employees.

While acquisitions enabled significant scope expansion, organic growth represents a strategic and non-negligible part of this dynamic. It testifies to the vitality of internal recruitment, attractiveness and the Vulcain Engineering Group's ability to retain talent in a competitive context.



Workforce evolution in 2024 (FTE)



The Vulcain Engineering Group is present in several countries in Europe and internationally. The table below presents workforce distribution by country as of December 31, 2024. France remains the first employment basin, while recording development dynamics in other geographical areas, notably Spain and the United Kingdom.

Workforce distribution as of 31.12.2024 by country

	Nombre
Belgium	137
Canada	75
Chile	26
Colombia	21
Denmark	47
Finland	147
France	4340
Germany	10
Monaco	5
Morocco	20
Qatar	9
Spain	510
Switzerland	52
United-Kingdom	477
USA	3
Group	5879

4.2 DIVERSITY & INCLUSION

Diversity and inclusion constitute fundamental levers of cohesion, performance and innovation within the Vulcain Engineering Group. Led by a dedicated Diversity and Inclusion Manager, this approach aims to guarantee a respectful, equitable and open work environment to all individualities, whatever they may be.

Convinced that human richness stems from the plurality of paths and points of view, the Vulcain Engineering Group acts to make inclusion a structuring principle of its corporate culture.



4.2.1 Key diversity and inclusion indicators

- **WORKFORCE DISTRIBUTION BY GENDER**

As part of its commitment to diversity and professional equality, the Vulcain Engineering Group pays attention to its workforce distribution by gender. In 2024, **33% of employees are women**, a rate that reaches **39% among managers**, testifying to growing representation in management functions.

This monitoring constitutes a key indicator for managing inclusion actions, identifying progress levers, and promoting balanced representation at all levels of the organization.

Workforce distribution as of 31.12.2024 by gender

	Number	Percentage
Female	1918	33%
Male	3961	67%
Total	5879	
<hr/>		
Female Managers	262	39%
Male Managers	410	61%
Total Managers	672	

- **GENDER DISTRIBUTION WITHIN GOVERNING BODIES**

Diversity in governance bodies constitutes a key issue of transparency, decision-making balance and sustainable performance.

Governance bodies members distribution by genre

	Number	Percentage
Supervisory Board	12	
Female	1	8%
Male	11	92%
<i>(Including independent members)</i>	<i>(1)</i>	
<hr/>		
Extended Executive Committee	15	
Female	3	20%
Male	12	80%

- **REMUNERATION GAPS AND PROFESSIONAL EQUALITY**

The Vulcain Engineering Group pays particular attention to professional equality, notably regarding remuneration between women and men.

To date, the reporting data available at Group level does not yet allow homogeneous and thorough analysis of salary gaps, insofar as they do not systematically distinguish responsibility levels, exercised functions or local contexts. These parameters are, however, essential, particularly in an international Group where salary grids, contractual structures and social regimes can vary significantly from one country to another.



France representing 74% of the total workforce, this scope has been subject to specific attention regarding professional equality. **In 2024, the remuneration gap between women and men on this scope is 2% in favor of men.**

In accordance with French regulation, subject companies calculate and publish annually their professional equality index. Detailed results are accessible on the Vulcain Engineering Group website. In case of a score below 75/100, a corrective action plan is implemented and managed by the France human resources management. The company agreement on professional equality and associated action plans include, among others, the following elements:

- **On the remuneration gap:**
 - Implementation of a neutral hiring salary grid.
 - Monitoring by a remuneration committee of observed gaps.
 - Study and correction of gaps with equal skills, according to defined criteria.
 - Reassessment of positions and coefficients according to collective agreements.
 - Systematic salary revaluation upon return from maternity leave.
- **On the 10 highest remunerations:**
 - Conducting people reviews to identify female profiles to promote.
 - Mobilizing all sourcing levers to promote women's recruitment (school forums, headhunting, female talent pools, etc.).
- **On access to scientific and technical professions**
 - Promoting scientific and technical professions to all, particularly young people and women.

As part of progressive compliance with CSRD, the Vulcain Engineering Group will continue strengthening its social data collection and structuring systems, to integrate more detailed indicators (functions, responsibility levels, local contexts) and enable finer and fairer evaluation of remuneration gaps at consolidated scope level.

For information, **the unadjusted remuneration gap observed during 2024 is 6.38% in favor of men for the entire scope.** This refers to hourly remuneration gaps, reported in Euros for foreign currencies, and reconsolidated without considering potential cost of living differences, thus creating large disparities depending on countries and job typologies. A project to implement remuneration analysis by seniority or age is under study.

OUR ENTITIES GOT TALENT

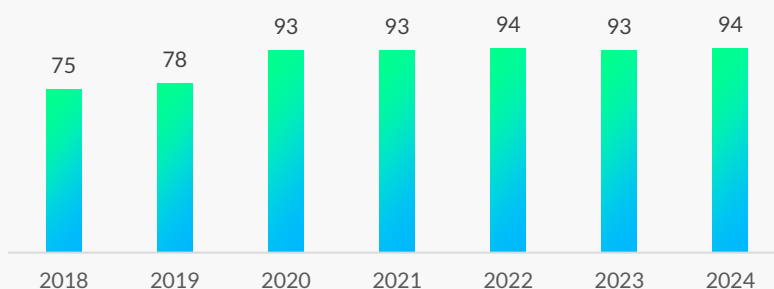
PROFESSIONAL EQUALITY AT VULCAIN SERVICES [France]

Within the Vulcain Engineering Group, several subsidiaries actively commit to diversity and professional equality, like Vulcain Services, an entity subject to the obligation of publishing the gender equality index in France. **In 2024, Vulcain Services obtained a score of 94/100**, confirming a high level of performance in terms of salary equality, access to promotion, return from maternity leave and women's representation among the highest remunerations.

This result is part of continuous progress dynamic: changes observed over the past seven years testify to structural efforts deployed to advance professional equality, then maintain a high and sustainable level of commitment.



Gender equality index evolution (Vulcain Services)



This performance notably relies on structured HR mechanisms, particularly Career Committees, which bring together managers, operations management and human resources. Each year, a budget envelope dedicated to salary evolutions is communicated upstream to all managers to allow forward planning of distribution, then reviewed collectively.

Among others, the Career Committee ensures:

- **Salary equity between women and men** in salary raises distribution.
- **Consistency between job titles and actual functions**, to guarantee transparency of responsibility levels.
- **Identification of potential unjustified remuneration gaps** between employees occupying comparable functions.

In 2024, Vulcain Services signed a **new triennial agreement (2024-2027) in favor of professional equality between women and men**, in partnership with workforce representatives. This agreement structures commitments around four priority axes:

- Salary equality,
- Job diversity,
- Quality of life at work,
- Work-life balance.

These practices translate the will to **make professional equality a sustainable lever of recognition and progression**, integrated at the heart of its HR processes.

4.2.2 Diversity and inclusion promotion policies

Within the Vulcain Engineering Group, diversity and inclusion are considered essential levers of sustainable performance, innovation and social cohesion. They constitute strategic axes of the Group social policy, fully integrated into its CSR roadmap and its commitments regarding human rights and respect for non-discrimination principles.

- **DIVERSITY PROMOTION**

Beyond regulatory obligations, the Vulcain Engineering Group conducts an active diversity promotion policy, by integrating issues of background, gender, age, origin, disability or orientation into its HR practices. In France, this approach notably relies on:



- **Active recruitment of varied profiles** and monitoring diversity indicators in selection processes,
- **Integration of diversity objectives** in HR processes (interviews, hirings),
- **Training against unconscious bias** for recruiters and managers,
- **Regular communication** of inclusion commitments.

In 2024, the Vulcain Engineering Group strengthened its commitment to diversity and inclusion by launching an internal survey on diversity perception, for all employees. This survey collected 298 responses, with a balanced distribution between 140 women and 158 men, and an average age of 32 years across all entities in France.

The insights from this consultation allowed building a Diversity Week, organized at Group level, aimed at sensitizing employees to different forms of discrimination and bias in business. Three interventions were offered on the following themes:

- Inequalities and sexism,
- Racism and ethnic discrimination in professional settings,
- LGBTphobia and LGBTQIA+ inclusion.

This initiative marks an **important step in the Vulcain Engineering Group's will to promote an inclusive work environment, respectful of differences and open to dialogue on contemporary societal issues**. This meaningful and employee-appreciated action will be renewed in 2025.

Finally, to **inspire scientific vocations among young women**, the Vulcain Engineering Group continued its partnerships with the associations "Elles Bougent" and "WIN France", by supporting awareness actions for engineering and technical professions, throughout France:

- Professional equality week: Awareness and testimonials from female employees.
- "Elles bougent pour l'orientation": Welcoming a class of high school girls within our premises to participate in a presentation of our activities and the female profiles that compose our companies.

In connection with this commitment, the Vulcain Engineering Group has set up dedicated time for godmothers & "Elles Bougent" and "WIN France" relays. Engaged employees can thus become mentors for new female recruits.



- **DISABILITY INCLUSION (FRANCE SCOPE)**

Since 2022, Vulcain Services has implemented an agreement in favor of employment for people with disabilities, whose objective is to structure a sustainable inclusion policy. This approach relies on:

- **Creation of a dedicated disability mission,**
- **Strengthening recruitment, integration and employment maintenance actions,**
- **Workplace adaptation** and premises accessibility,
- **Internal awareness** through dedicated campaigns.

The objective set within this agreement is to reach a direct employment rate of 1.8% by the end of 2024 on Vulcain Services, in coherence with the Group's commitments toward equal opportunities. As of December 31, 2024, 89.9% of the recruitment objective is achieved, with an **employment rate of 1.25% progressing toward the target**.

In parallel, several entities of the France scope (Consultys, Evolutec, CCAMY, ABE, VNA, VNM, Teknat) are engaged in the same dynamic.

At the end of 2024, at the level of entities in France, the results are as follows:

- **Training objective:** 100% of recruiters trained in the disability approach.
- **Employment maintenance objective:** 100% of accommodation requests have been implemented for employees benefiting from the acknowledgement of disability in the workplace.
- **Awareness objective:** +10 awareness sessions per year carried out around the theme of employment maintenance for people with disabilities.

This assessment translates **concrete and measurable progress** in the disability policy, which relies on a continuous improvement approach, proximity support and active mobilization of all HR and operational actors.

2024 diversity and inclusion actions and assessment (France)

- +15 awareness actions (conversations, round tables, interviews...) over the year
- 91% of employees participated in at least one awareness action
- 100% of recruiters and BM trained in the inclusion approach
- 2 Sponsorship Committees for 5 supported projects (4 Inclusion projects, 1 Environment project)
- Social diversity with partnership with 2 associations EllesBougent and WIN (30 employees)
- School intervention (> 1,000 young girls)
- Emblematic company agreements signed (disability, professional equality)
- Inspiration weeks dedicated to these subjects
- Vocation for engineering with the association Robotique First France (> 30 employees)
- Day donation to a caregiver colleague
- Opinion survey on discrimination and diversity
- Race sponsoring

OUR ENTITIES GOT TALENT

CONCRETE SOCIAL INITIATIVES AT IPLan [SPAIN]

In Spain, several significant actions were deployed in the social domain, testifying to a **strong commitment in favor of human rights, inclusion and solidarity.**



- A **sexual harassment prevention protocol**, including particular attention to LGBTI+ community protection, was adopted and distributed, in accordance with local regulation.
- A **human rights awareness campaign** also mobilized teams: each day, a keyword was revealed in a different office, leading to the creation of a puzzle symbolizing the importance of integrating these fundamental values into corporate culture.
- Furthermore, Spanish entities actively participate in the annual food collection organized by the Spanish Food Bank. Thanks to the voluntary involvement of employees, nearly 5,800 kg of food has been collected in three years for the benefit of the most vulnerable populations.
- Finally, a **sustainable collaboration with the NGO Manos Unidas allows supporting projects with social, educational and environmental impact** through regular financial contributions.

4.3 ATTRACTING, RETAINING AND ENGAGING EMPLOYEES

Because the company's success primarily relies on the women and men who bring it to life daily, **engaging employees means nurturing connections, strengthening belonging and encouraging collaboration around a common company project.**

The Vulcain Engineering Group places people at the heart of its strategy, by creating conditions for sustainable engagement, based on recognition, professional development and sharing its values.

4.3.1 Talent attraction and retention

- **BEST PRACTICE EXCHANGE THROUGH THE GROUP HR COMMUNITY**

To support the Group's international growth and structure coherent human resources management on a global scale, the Group HR community was launched in January 2024. It brings together 20 HR experts from 16 countries, who regularly share their experiences, local practices and common challenges.

This collective dynamic allows:

- **Exchange of best practices** in recruitment, retention, skills development and talent management.
- **Co-construction of global HR programs**, from concrete cases encountered in the field (e.g. knowledge management, competency frameworks, etc.).
- **Definition of shared monitoring indicators**, facilitating HR performance evaluation in each Vulcain Engineering Group entity.

The HR community is structured around four fundamental pillars:

- **Care and compassion**
- **Engagement and performance**
- **Diversity and inclusion**
- **Respect for fundamental rights**

This collaborative organization aims to strengthen attractiveness, retain talent and promote sustainable employee engagement in all countries where the Vulcain Engineering Group is established.



OUR ENTITIES GOT TALENT

AN ATTRACTIVE HR POLICY OF VULCAIN ENG. LTD [UNITED-KINGDOM]

With its subsidiary Vulcain Engineering Ltd based in the United Kingdom, the Group illustrates its commitment to attractiveness, well-being and inclusion at work. **The company deploys proactive schemes, often beyond regulatory requirements, thus strengthening its attractiveness to talent.**

Among the systems in place:

- **Enhanced pension scheme:** a 5% gross salary contribution is 100% matched by Vulcain Engineering Ltd.
- **Business/leisure travel insurance:** providing enhanced security for both professional and personal travel.
- **Psychosocial support (EAP):** confidential, free service available 24/7, for employees and their families facing personal or professional difficulties.
- **Cycle to Work scheme:** Vulcain Engineering Ltd encourages sustainable mobility by financing up to £1,000 for bicycle and equipment purchase, via a fiscally advantageous system.
- **Improved parental support:** maternity, paternity and neonatal care benefits superior to legal minimum.
- **Pioneer policy on menstruation and menopause:** personalized flexibility, manager training, hygiene products made available, and safe and kind dialogue environment.
- **Support for reservists and veterans:** equal access to employment, leave for military training, return support, social rights maintenance during mobilization.
- **Pet presence in the office:** Vulcain Engineering Ltd recognizes positive effects on well-being and authorizes, under framed conditions, the presence of calm animals in premises.

These initiatives strengthen employee engagement and position Vulcain Engineering Ltd as an inclusive and attractive employer in the United Kingdom.

• SKILLS AND INTERNAL EXPERTISE DEVELOPMENT

Skills development constitutes a strategic lever to support Group transformation and strengthen employee employability. **Aware of the importance of continuous learning, numerous training initiatives are deployed**, with particular attention to accessibility, format diversity and internal expertise valorization. An e-learning platform is available to all employees, offering free access to quality educational content. Furthermore, peer knowledge sharing systems are encouraged, promoting business expertise diffusion and collective skills development.

Beyond knowledge acquisition, training constitutes an engagement and retention vector. By offering everyone concrete professional development opportunities, the Vulcain Engineering Group strengthens the attractiveness of its internal paths and supports talent retention.



Available data on training hours and the trained workforce is still partial, due to the absence of harmonized management tools, and does not fully reflect the intensity of engaged efforts. Work is ongoing to improve monitoring and valorization of training actions, in a logic of transparency and continuous progress. The objective is to better measure the impact of implemented systems and allow each employee to build an evolution path matching their ambitions.

Average number of training hours delivered in 2024 by country

	Average training time (hours)	Trained FTE
Belgium	13,8	70
Canada	61,94	99
Denmark	45	17
Finland	N/A	39
France	14,74	2321
Germany	45	1
Latin America	48	65
Monaco	4,8	1
Morocco	N/A	14
Qatar	8	8
Spain	N/A	315
Switzerland	N/A	6
United-Kingdom	N/A	113
Group	13,85	3069

4.3.2 Employee engagement

- “GREAT PLACE TO WORK” SURVEY (FRANCE)

Talent retention constitutes a strategic issue for the Vulcain Engineering Group, which places employee experience at the heart of its HR policy. In this perspective, it participates annually since 2022 in the Great Place to Work survey, a reference barometer that allows collecting anonymously and objectively employee feelings on quality of life at work, management, equity, recognition and belonging pride.

In January 2025, the companies Vulcain Services, Consultys France Group, Infogène Group and Atif participated in the survey. 55% of employees responded to the survey, with a **global satisfaction rate above 80%**.

This feedback allowed identifying priority improvement axes, such as internal communication, work-life balance and evolution perspectives. In response, several actions were implemented: individualized development path implementation, managerial training module creation, collective moment development promoting cohesion, and internal mobility clarification. This listening and continuous improvement dynamic contributes to strengthening team engagement and positioning the Vulcain Engineering Group as an attractive, human and responsible employer.

This active listening approach is part of a continuous improvement logic, serving professional fulfillment and talent retention.



Evolution of GPTW survey results between 2023 and 2025

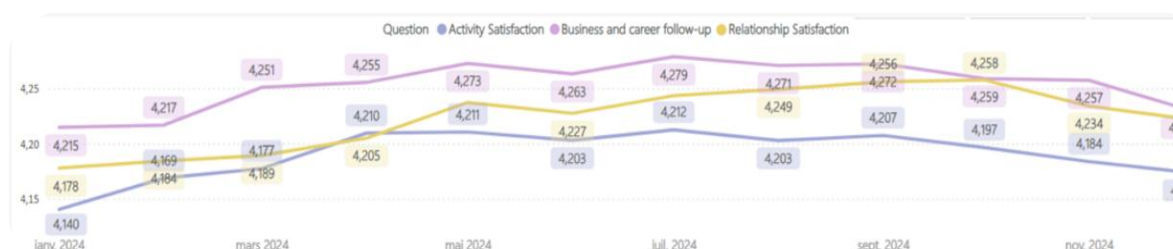
	2023	2024	2025	12-month evolution	24-month evolution
Participation rate	35%	54%	55%		
Respondents	594	1001	1352		
Trust index	72%	78%	79%	+1	+7
Global perception	74%	81%	84%	+3	+10
Credibility	72%	80%	80%	+0	+8
Respect	69%	77%	78%	+1	+9
Equity	70%	75%	76%	+1	+6
Pride	73%	77%	80%	+3	+7
Conviviality	76%	82%	83%	+1	+7

- MONTHLY SATISFACTION QUESTIONNAIRE (RESTRICTED SCOPE)**

All employees completing their activity report on the Simus ERP must also complete a monthly questionnaire regarding their satisfaction with their missions and their feeling of belonging to the company (rating from 1 to 5).

This questionnaire includes an option to request contact by the manager or HR service, promoting rapid handling of alerts or requests and encouraging proximity. The following month, the employee can then indicate whether their request received appropriate attention.

Average scores, always above or equal to 4/5 (Simus)



OUR ENTITIES GOT TALENT

MONITORING ENGAGEMENT AT HINICIO LATAM [COLOMBIA, CHILE]

Employee engagement receives particular attention in Latin America, in the two local entities of the Hincio Group in Colombia and Chile.

An annual engagement survey evaluates several key dimensions such as alignment with company culture and strategy, communication transparency, leadership quality, career development opportunities, work impact, recognition, work environment and well-being, as well as sustainability, diversity and inclusion issues.



Hinicio LatAm Annual Engagement Review Results

	2023	2024
Colombia	92%	92%
Chile	88%	83%

In 2025, the engagement survey will be deployed in all Hinicio Group entities: in Belgium, Netherlands, France and USA.

In addition to the engagement survey, **Hinicio LatAm has implemented employee Net Promoter Score (eNPS) measurement.** This indicator evaluates employee likelihood to recommend the company as a workplace, thus reflecting their engagement level and professional experience quality. At Hinicio LatAm, eNPS is measured during employee exit interviews through the question: "Would you recommend our company to your relatives?"

Responses are given on a scale of 0 to 10 and classified as follows:

- Promoters (score 9 or 10): very satisfied employees likely to recommend the company
- Neutrals (score 7 or 8): satisfied but neutral employees
- Detractors (score 0 to 6): dissatisfied or critical employees

The score, between -100 and 100, is calculated according to the following formula: $eNPS = \% \text{ of promoters} - \% \text{ of detractors}$.

The results are encouraging, with **scores of 56 in 2023 and 41 in 2024 for both entities combined**, reflecting a positive level of satisfaction and attachment to the company, even at departure time. This approach contributes to nourishing a feedback culture and identifying concrete improvement axes for employee experience.

4.3.3 Employee shareholding

The Group has implemented a selective employee shareholding system, intended to closely associate some employees with the company's growth dynamic and international influence. Access to this system is reserved for certain employees, recognized for their engagement, expertise and strategic alignment with the vision shared by the Group, its directors, and its other shareholders.

This targeted choice reflects the Vulcain Engineering Group's will to **valorize individual contributions that actively participate in collective success.** Today, about 10% of employees are shareholders, **testifying to the strong and sustainable engagement of these employees in long-term value creation.** This model contributes to strengthening cohesion, accountability and anchoring a corporate culture oriented towards performance, innovation and global impact.

Employee shareholding scheme

	2024
Number of shareholder employees	600
Percentage of shareholder employees	10%
Percentage of shares held	34%



4.4 HEALTH AND SAFETY

4.4.1 Occupational risk prevention policy

Employee health and safety are major priorities for the Vulcain Engineering Group. Its approach relies on an active prevention policy, continuous improvement and diffusion of a safety culture at all levels of the organization. It is structured around the following points:

- **Prevent:** anticipate risk situations by regularly evaluating potential dangers on company sites and client sites. The objective is to act upstream to avoid incidents and establish a shared vigilance culture.
- **Raise awareness:** inform employees about their rights, notably the right of withdrawal in case of serious and imminent danger. Targeted actions are conducted, particularly on specific risks like road risk, in connection with professional travel, addictive behaviors...
- **Train:** offer training adapted to professions and intervention environments to develop necessary skills for safe activity. This training contributes to making everyone responsible and strengthening safety reflexes.
- **Equip:** provide employees with individual protective equipment (PPE) and material compliant with current standards, adapted to their missions and regularly controlled.
- **Well-being:** ensure teams' physical and mental health by integrating ergonomics in workstation arrangement, fighting against psychosocial risks (PSR), addictive behaviors, as well as against any form of sexism or harassment.
- **Experience feedback:** systematically analyze accidents, near-accidents and dangerous situations to identify root causes, share lessons learned and continuously improve practices.

The Vulcain Engineering Group is part of a continuous improvement approach, carried by a strong ambition: "Zero accidents, at work and at home", which reflects the will to diffuse a prevention culture beyond the professional framework alone, and make safety a shared reflex by all, everywhere.

- **EXTENDED HEALTH-SAFETY COVERAGE**

The Group places employee health and safety at the heart of its social responsibility. Today, the majority of Vulcain Engineering Group subsidiaries already have a structured Health-Safety policy, adapted to local regulations and operational realities of each entity.

Existence of a Health-Safety policy

	Coverage by a Health/Safety policy
Belgium	Yes
Canada	Yes
Danemark	Yes
Finland	Yes
France (Excluding Infogene)	Yes
Infogene Group	No
Monaco	No
Morocco	No
Qatar	Yes
Spain	Yes
Switzerland	No
United-Kingdom	Yes
Other	Not communicated



- **HEALTH-SAFETY CERTIFICATIONS, PROOF OF GROUP COMMITMENT**

The Vulcain Engineering Group testifies to its strong commitment to health, safety and occupational risk prevention through obtaining, by several of its subsidiaries, external certifications.

Some entities are ISO 45001 certified, the international reference standard for occupational health and safety management systems, while others have MASE (Manual for Company Safety Improvement) certification, adapted to high-requirement industrial environments.

For its activities in the nuclear sector, the Vulcain Engineering Group also benefits from CEFRI certification, guaranteeing mastery of radiation protection requirements and rigorous monitoring of exposed workers.

These certifications constitute both external recognition proofs and continuous improvement levers, testifying to the quality of human, technical and organizational means mobilized to ensure employee and partner safety in the field.

Health-Safety certifications by entities

Certifications & labels	Concerned subsidiaries
ISO 45001	Insite, Nipromec group, PDL
MASE	Atlantic Ingénierie, Consultys RA, Consultys IDF, Evolutec Ingénierie, Vulcain Services, Vulcain Naval Méditerranée, Vulcain Naval Atlantique
CEFRI	Atlantic Ingénierie, TEKNAT Energie, Vulcain Naval Méditerranée, Vulcain Services

4.4.2 Key Health and Safety measures indicators

To effectively manage its occupational health and safety performance, the Vulcain Engineering Group has implemented consolidated indicators at Group scale.

2024 Health-Safety Indicators

	2024
Number of hours worked	10 126 821,78
Number of workplace accidents (with and without lost time)	49
Number of fatalities related to workplace accidents	0
Accident frequency rate ((Number of workplace accidents + Number of work-related deaths) / (Number of hours worked)) * 1,000,000	4.84
Days lost due to workplace accidents	573
Days lost due to sick leave	25 862,25
Absenteeism (Number of days lost due to sick leave + number of days lost due to workplace accidents) / (Number of hours worked/8) * 100	2,09%

In 2024, the global activity volume reached more than 10.1 million hours worked. During this period, 49 accidents were recorded, whether they resulted in leave (AAA) or not (ASA), without any fatal accidents.

The accident frequency rate (AF), all scopes combined, stands at less than 5, reflecting a controlled level of claims, despite a strong increase in workforce and growing diversity of intervention environments. The number of days lost linked to workplace accidents amounts to 573, and the global absenteeism rate, all causes combined, to 2.09%.



These results reflect the Vulcain Engineering Group's continuous commitment to a safe work environment, supported by an active policy of prevention, training and awareness, carried at all levels of the organization.



5. ENVIRONMENT AND CLIMATE

Environmental and climate commitment encompasses companies' ambitions and actions regarding planet protection: natural resource management, greenhouse gas emission reduction, energy transition, and biodiversity preservation. Faced with climate urgency and growing stakeholder expectations, the Vulcain Engineering Group is committed to limiting its ecological impact for a sustainable future.

5.1 CLIMATE CHANGE

The Vulcain Engineering Group inscribes its environmental and climate strategy within the framework of the 10 Principles of the United Nations Global Compact, to which it has adhered since 2017. This approach is designed to respond to the Group's purpose formulated in 2023, which is "to accelerate the sustainable transformation of industries by helping its clients deploy solutions respectful of both people and the planet."

Under the responsibility of the CSR Director and carried out by the Environment Manager, the environmental and climate strategy is gradually deployed across all subsidiaries of the Vulcain Engineering Group, whose development and animation are supported by the community of local ESG referents, founded in 2024.

5.1.1 *The Environment Strategy*

With the objective of contributing to achieving the UN Sustainable Development Goals, the Vulcain Engineering Group structures its climate policy around two major pillars of its CSR strategy:

- **Contributing to carbon neutrality**, by reducing its environmental impact, particularly carbon, its energy consumption and waste related to conducting its activities.
- **Resource preservation**, by considering planetary boundaries in project realization to support our clients in taking these issues into account.

These commitments translate into short-term (2025), medium-term (2027) and long-term (2030) objectives, integrating:

- By 2025, conduct annual carbon footprint assessments for scopes 1, 2 and 3 of all Group subsidiaries and implement an action plan aimed at contributing to carbon neutrality by 2050.
- By 2025, conduct a study of the Vulcain Engineering Group's impacts on nature/planetary boundaries.
- By 2026, develop tools and processes to support clients in considering the environmental impact of entrusted projects.
- By 2027, implement waste management on 100% of sites, favoring reuse, reduction and recycling.
- By 2030, have each subsidiary contribute to the decarbonization strategy, in line with the Paris Agreements.



5.1.2 Climate-related risks and opportunities

As part of its climate roadmap, the Vulcain Engineering Group has **conducted an analysis of climate risks and opportunities**, particularly in view of compliance with the CSRD (E1).

The main transition risks identified are:

- A **market risk**, linked to the evolution of service demand in connection with growing climate requirements,
- A **reputation risk**, in case of negative perception by stakeholders of the Vulcain Engineering Group's commitment to the low-carbon transition.

At this stage, **no formal process has yet been implemented to assess physical risks** (floods, heat waves, droughts), but their progressive integration is planned in the 2025-2030 climate strategy.

In parallel, **several opportunities have been identified**:

- **Resource efficiency**: economic gains through better management of energy consumption, materials, water and waste.
- **Development of new markets**: support of projects in transforming sectors (low-carbon energies, sustainable infrastructures...).
- **Enhance resilience**: improvement of the Group's adaptation capacity to regulatory and environmental changes.

5.2 CARBONE FOOTPRINT

5.2.1 Measuring to adapt and reduce

For 3 years, the Vulcain Engineering Group has worked to improve the measurement of its carbon footprint and refine the result: In 2021, the Vulcain Engineering Group measured its carbon footprint using the Carbon Assessment methodology on Vulcain Services company. In 2023, the Vulcain Group adopted the GHG Protocol methodology and extended its carbon footprint measurement exercise to French companies and some international companies: Windsy, Vulcain Qatar, Vulcain Belgium.

In 2024, the Vulcain Engineering Group chose to evaluate the carbon footprint of all its activities and conducts the carbon assessment of all its subsidiaries. The carbon footprint calculation scope corresponds to more than 95% of the Vulcain Engineering Group's turnover.

Thus, it now measures its carbon footprint for scopes 1, 2 and 3 according to the GHG Protocol methodology, both for companies based in France and for companies in the international scope. This calculation is based on data collection carried out through reporting supported by all French and international entities.

Physical data is prioritized over monetary data.

- **CARBON FOOTPRINT RESULTS BY SCOPES**

Scope	Total emissions	
Scope 1	3 423,8 tCO2e	9,7%
Scope 2	267,3 tCO2e	0,7%
Scope 3	31 325,8 tCO2e	89,5%
Total	35 016,9 tCO2e	



- CARBON FOOTPRINT RESULTS BY ENTITY

Entité	Pays	Carbon Footprint (tCO2e)	Scope 1 (tCO2e)	Scope 2 (tCO2e)	Scope 3 (tCO2e)	Intensity per FTE (tCO2e)
Vulcain Services	France	6502	894,9	108,1	5500	4,6
CCAMY	France	363	4,4	0,5	358,2	3,8
ABE	France	225	8,1	2	214,4	10,7
Evolutec	France	1382	3,5	1,2	1377,2	8,9
Vulcain Naval Méditerranée	France	339	44,9	0,5	293,4	8,2
Vulcain Naval Atlantique	France	3676	63,2	3,5	3609,7	56,8
Sofren	France	2987	175,5	4,9	2806,1	5,5
Sofratom	France	516	149,9	0,9	365,7	7,9
Consultys France*	France	1652	12,2	3,7	1635,5	3
Pagoline SAS	France	550	30,4	0,3	519,7	17,5
Atif	France	1748	291,8	1	1455	12,4
Atlantic Ingénierie	France	4857	850,2	4,7	4001,9	10,4
Infogene France**	France	832	44,6	5,8	1599,7	2,2
Hinicio	France, Belgium, Colombia, Chile	254	3,3	14,3	237,6	3,8
Vulcain Engineering SPRL	Belgium	1150	414,5	5,2	730	9,2
Crouch Waterfall	UK	721	10,1	7	704,1	6,6
PDL	UK	216	4,8	13,2	198,3	5,8
Vulcain Engineering LTD	UK	1481	70,4	12,2	1398,2	7,9
Insite Technical Services LTD	UK	813	17,5	15,2	780,3	8,6
Teknat	France	385	NA	0,2	384,9	5,6
Cheme Engineering Inc	Canada	438	7,6	8,4	421,6	5,5
Beyond Conception	Switzerland	233	0,01	0,1	233,3	19,7
Consultys Suisse	Switzerland	289	0,6	2	286,6	7,6
Vulcain LLC (Qatar)	Qatar	99	0,4	0,4	97,9	11,5
Iplan	Spain	1805	268,8	30,4	1505,9	3,7
Nordics***	Finland	926	7,3	12,7	905,5	6,4
GTA Energies	France	503	64,5	0,6	438,2	9,4
GTA Environnement	France	47	8,4	0,1	38,5	6,4
VR3D	France	26	4,2	0,1	21,7	12,7

*Consultys RA, Consultys ID, Consultys Ouest, Consultys Services, Consultys Sud

**Infogene, Infogene Data, Infogene Digital, Infogene Sud-Ouest, Infogene Nord, Infogene Infra, Infogene Ingénierie, Infogene Test, Infogene Amoa, Pharmasys FR.

***Nipromec OY, Nipromec Member of Vulcain Group, N Pro

5.2.2 Group carbon footprint reduction objectives

Aligned with the Paris Agreements and formulated in 2021, the Vulcain Engineering Group's decarbonization trajectory aims for an ambitious reduction of its emissions by 2030 based on a climate action plan managed at each subsidiary level.

In 2021, the Vulcain Engineering Group set the objective to reduce its greenhouse gas emissions by 4% / FTE / year. In 2024, this reduction commitment extends to all French Group entities (31 entities are concerned by the reduction commitment as of 31.12.2024).

In 2024, the Vulcain Engineering Group again achieved its greenhouse gas emission reduction objectives of -4% / FTE versus 2023, on French entities, at equivalent scope to 2023.



Entity	Intensity per FTE 2023 (tCO2e)	Intensity per FTE 2024 (tCO2e)	Variation
Vulcain Services	5,17	4,61	-10,9%
CCAMY	5,4	3,75	-30,58%
Evolutec	9,96	8,95	-10,11%
ABE	6,47	10,71	+65,4%
Vulcain Naval Atlantique	47,99	56,76	+18,27%
Vulcain Naval Méditerranée	7,93	8,15	+2,82%
Consultys RA	2,96	2,55	-13,74%
Consultys ID	4,07	2,14	-47,49%
Consultys Ouest	4,17	3,51	-15,61%
Consultys Services	4,41	2,91	-34,15%

Entity	Intensity per FTE 2023 (tCO2e)	Intensity per FTE 2024 (tCO2e)	Variation
Vulcain Services	5,17	4,61	-10,9%
France (perimeter 2023*)	6,43	6,02	-6,38%

*Vulcain Services, CCAMY, Evolutec, ABE, Vulcain Naval Méditerranée, Vulcain Naval Atlantique, Consultys RA, Consultys IDF, Consultys Ouest, Consultys Services.

5.2.3 Decarbonization Plan

The Vulcain Engineering Group is committed to mitigating its carbon footprint and adapting to climate change by defining a climate action plan aimed at achieving its annual reduction objective. **This 2024-2030 climate action plan identifies action levers and expected carbon reduction.** It enables the Vulcain Services entity to achieve its **greenhouse gas emission reduction objective of -4% / FTE (vs 2023) in 2024.**

The deployed action plan is structured around 3 major axes:

- PART 1: REDUCTION OF DIRECT AND INDIRECT EMISSIONS**

Action	ETP	Reduction potential of the action	2023	Objective 2025	Objective 2030
Reduce home-work distances	1142	-54%	0%	10%	20%
Reduce professional air travel	1355	-39,34%	71%	75%	78%
Favor electric vehicle purchases	1355	-47,05%	9%	14%	17%
Favor electric vehicle travel	1142	-39,05	10%	15%	30%
Favor bicycle use	1355	-30%	1,46%	5%	7%
Reduce thermal vehicle rental	1355	-20%	2%	80%	85%
Electrify vehicle fleet	1355	-95%	25%	50%	75%
Buy refurbished phones	1355	-80%	80%	85%	90%
Collect suppliers carbon footprints	NA	-60%	0%	20%	50%

- PART 2: DISSEMINATION OF ENVIRONMENTAL CULTURE**

- **CSR integration from onboarding** (personal carbon footprint)
- **Continuous awareness actions** (Climate Fresk, awareness sessions, waste collection actions...)
- **Carbon accounting training** for CSR ambassadors, in connection with the SAMI tool and ESG reporting.



- **PART 3. IMPROVEMENT OF CARBON ACCOUNTING**

- Provision of **Total fuel cards** to improve emission traceability,
- Development of an internal **carbon calculator for projects**,
- **Annual survey** to measure emissions related to home-work commuting and food carbon footprint (Concerned entities: Vulcain Services, Consultys France, CCAMY, ABE, Evolutec, Vulcain Qatar, Vulcain Belgium, Windsy – Program to be expanded).

This plan aims to **align the practices of the Vulcain Engineering Group with the objectives of the Paris Agreement** while building a sustainable performance model, serving its clients and the environment.

OUR ENTITIES GOT TALENT

PLASTIC-USE REDUCTION AT IPLAN [SPAIN]

In 2024, Iplan company, based in Spain, engaged in a concrete approach to reduce plastic waste within its premises.

With this in mind, water fountains were installed to encourage the use of reusable containers. At the same time, single-use cups were completely eliminated, and an internal awareness campaign encourages employees to limit, or even abandon, the use of plastic bottles.

These actions translate **Iplan's commitment to more responsible resource management and a tangible reduction of its daily environmental footprint.**

5.3 ENERGY CONSUMPTION AND PRODUCTION

The Vulcain Group places energy sobriety at the heart of its ambition to reduce its GHG emissions and initiated in 2024 an accounting of energy consumption across all Group sites.

In 2024, the Vulcain Engineering Group headquarters moved to allow SOFREN and INFOGENE teams to join the VULCAIN teams. Thus, the headquarters' energy consumption increased significantly, but remains stable relative to the number of m2 used.

Perimeter	2023 energy consumption	2024 energy consumption
Neuilly Headquarters	96 996 kWh (for 1300m2)	277 766 kWh (for 2300 m2)
France	Not available	1 759 323 kWh
Group - World	Not available	2 922 613 kWh



5.4 WATER AND WASTE MANAGEMENT

Given the nature of its activities, primarily oriented toward engineering and intellectual services, the Vulcain Engineering Group **does not have a specific policy dedicated to water management**. These activities do not result in significant water consumption, nor usage likely to impact the quality or availability of water resources.

Furthermore, the Vulcain Engineering Group **does not generate direct emissions of priority substances nor discharges of nitrates, phosphates or pesticides into the aquatic environment**. None of its installations are located near sensitive water areas or areas subject to high water stress. Consequently, the Vulcain Engineering Group's **water footprint is considered negligible** and is not subject to specific quantitative monitoring at this stage.

Concerning **waste, production is limited and essentially related to office activities** (paper, computer equipment, ordinary waste). Selective sorting is generalized across all sites, and end-of-life equipment valorization (particularly digital) is ensured through specialized channels or partnerships with reuse structures.

The total volume of hazardous waste from the company in tons during the reference period (excluding radioactive waste) is 4,896.94 tons.

The Group **does not produce radioactive waste**. The Group **does not generate or use microplastics**.

5.5 BIODIVERSITY

Over the past two years, the Vulcain Engineering Group **has not been subject to any legal or regulatory action related to a negative impact on biodiversity, fauna or flora**. No incident or litigation has been reported by stakeholders in connection with this subject.

Given the nature of its activities (intellectual services, engineering, consulting, missions carried out mainly in urban or tertiary environments), the Vulcain Engineering Group **does not present a risk of significant interaction with sensitive ecosystems**, nor a direct footprint on classified areas (Natura 2000 zones, ZNIEFF, natural parks...).

To date, the company **does not have a structured process for assessing potential negative impacts on biodiversity**, this theme being considered as non-material at the Group level. However, the subject could be the object of complementary analysis within the framework of the deployment of the 2025-2030 ESG roadmap, in connection with the CSRD directive and future regulation on biodiversity reporting (notably EN ISO 14001:2015 and CS3D).

Within the framework of the 2024 ESG report, the Vulcain Engineering Group conducted an initial census of all its operation sites at the international level. Concerned about the company's impact on the environment, **an analysis of office and warehouse locations will be conducted to identify those near protected or sensitive areas in terms of biodiversity**.

As an engineering consulting company and design office, the Vulcain Engineering Group operates directly particularly from offices, located in the city or peri-urban areas. Particular attention is paid to the inventory of warehouses, particularly within the framework of operations in the Naval sector, which could have a stronger footprint on territories.

Employees travel to client operation sites. These sites are excluded from the analysis to date.



6. APPENDIX

6.1 DETAILED SCOPE OF THE 2024 ESG REPORT

6.1.1 Entities included in the 2024 ESG Report

Entity name	Operations/Holding	Country
ENGINEERING & CONSULTING GROUP	H	France
ENGINEERING FOR GOODS HOLDING	H	France
VULCAIN ENGINEERING GROUP	H	France
VULCAIN SERVICES	OP	France
L'AUXILIAIRE DU BUREAU D'ETUDES	OP	France
EVOLUTEC INGENIERIE	OP	France
CCAMY SYSTEMES	OP	France
VULCAIN ENGINEERING SPRL	OP	Belgium
VULCAIN ENGINEERING MONACO	OP	Monaco
VULCAIN LLC (QATAR)	OP	Qatar
VULCAIN SERVICES MAROC	OP	Morocco
VULCAIN ASIA	H	Hong Kong
VULCAIN CHINA	OP	China
CONSULTYS HOLDING - COHO	H	France
CONSULTYS IDF	OP	France
CONSULTYS OUEST	OP	France
CONSULTYS SERVICES	OP	France
CONSULTYS RA	OP	France
CONSULTYS SUD	OP	France
CONSULTYS SUISSE	OP	Switzerland
BEYOND CONCEPTION	OP	Switzerland
VULCAIN ENGINEERING OY	OP	Finland
NIPROMECH MEMBER OF THE VULCAIN GROUP OY	H	Finland
NIPROMECH OY	OP	Finland
N PRO RESSOURCES OY	OP	Finland
NIPROMECH GMBH	OP	Germany
NIPROMECH SWEDEN AB	OP	Sweden
PDL EUROPE SOLUTIONS LTD	OP	United-Kingdom
INSITE TECHNICAL SERVICES LTD	OP	United-Kingdom
VULCAIN ENGINEERING LTD	OP	United-Kingdom
CHEME ENGINEERING INC	OP	Canada
CHEME CONSULTANTS INC	OP	USA
WINDSY GMBH	OP	Germany
VULCAIN NAVAL ATLANTIQUE	OP	France
VULCAIN NAVAL MEDITERRANEE	OP	France
HINICIO SA	OP	Belgium
HINICIO FRANCE SAS	OP	France
HINICIO LATAM HOLDING SA	H	Belgium
HINICIO NORTH AMERICA INC	OP	USA
HINICIO COLOMBIA SAS	OP	Colombia
KVZ SPA	OP	Chile
TEKNAT ENERGIE	OP	France
VESA	OP	France
CESAMES VULCAIN SYSTEMS ENGINEERING	OP	France
CONSULTYS DENMARK HOLDING APS	H	Denmark



CONSULTYS DENMARK APS	H	Denmark
APPLIED MANAGEMENT GROUP APS	OP	Denmark
AL ENGINEERING A/S	OP	Denmark
APSALYS	OP	France
IPLAN GESTION INTEGRAL S.L.	OP	Spain
INGIP GESTION S.L.	OP	Spain
CROUCH WATERFALL AND PARTNERS LTD	OP	United-Kingdom
VR3D SAS	OP	France
VAL GTA SAS	H	France
GTA PART SAS	H	France
GTA ENERGIES SASA	OP	France
GTA ENVIRONNEMENT SAS	OP	France
FINCHLORIS	H	France
INFOGENE	OP	France
INFOGENE AMOA	OP	France
INFOGENE DATA	OP	France
INFOGENE DIGITAL	OP	France
INFOGENE INFRA	OP	France
INGOGENE INGENIERIE	OP	France
INFOGENE NORD	OP	France
INFOGENE SUD-OUEST	OP	France
INFOGENE TEST	OP	France
PHARMASYS FR	OP	France
SOFREN GROUP SAS	H	France
SOFREN SAS	OP	France
SOFRATOM	OP	France
PAGOLINE GROUPE	H	France
ATIF	OP	France
ATLANTIC INGENIERIE	OP	France

6.1.2 Entities excluded in the 2024 ESG Report

Entity name	Operations/Holding	Country
IPLAN COLOMBIA SAS	OP	Colombia
PHARMASYS CH	OP	Switzerland
SEMATEC	OP	France
COOP R	OP	France
RESILIENT	OP	France
INFOGENE NORD OUEST	OP	France
INFOGENE BELGIQUE	OP	Belgium
VULCAIN ENERGY SPAIN HOLDING	H	Spain
CUARTA ESFERA	OP	Spain

