

2023 ESSENTIALS



A solid, confident group

With strong performance in its various business lines in 2022, our Group's ambition is to build more sober and sustainable structures in Europe and around the world. The relevance of our business model, our agility and our values are helping to consolidate our expertise and our commitment to ecological and digital transition. Our passionate employees are innovating, designing and building the cities and infrastructure of tomorrow.

Eiffage Group's values guide us as we innovate and invent a future from a human perspective

- EXEMPLARITY
- RESPONSIBILITY
- TRUST
- TRANSPARENCY
- PRAGMATISM
- COURAGE & PUGNACITY

Eiffage is a leading player in the French and European construction, public works and concessions markets, with a comprehensive offer:

8 business lines

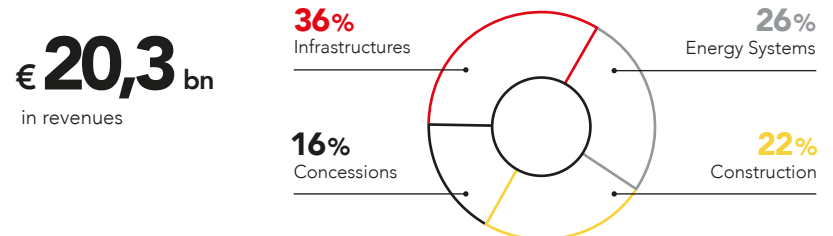
- ▶ Construction
- ▶ Real estate
- ▶ Urban development
- ▶ Civil eng
- ▶ Metal
- ▶ Roads
- ▶ Energy systems
- ▶ Concessions

76,300 employees 

Almost 80% employee hold shares in the Group **Employee share ownership: a powerful level for cohesion and collective performance.**

 **More than 100,000** projects a year

BREAKDOWN OF 2022 REVENUES BY BUSINESS AREA



COVER PHOTO:

Lycée Gergovie in Clermont-Ferrand (63) • 19,000 sq.m. sustainable, low-carbon building constructed using 3,900m³ of local wood and 17,000 bales of straw • E4C2 and biosourced level 3 labels • Short chains and off-site construction with Savare • Gold award in EGP's 2023 "Innovating for a sustainable world" competition • Project owner: Auvergne-Rhône-Alpes Region • Credit: Joël Damase

Ambitious projects across the whole world

Operating in 50 countries around the world, the Eiffage Group supports its customers in their projects by providing a wide range of expertise. With operations in Belgium, Luxembourg, Poland and Switzerland, the Construction division has strengthened its positions in Europe over the long term.

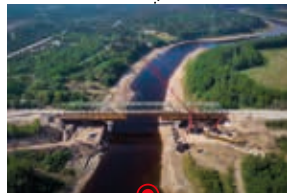
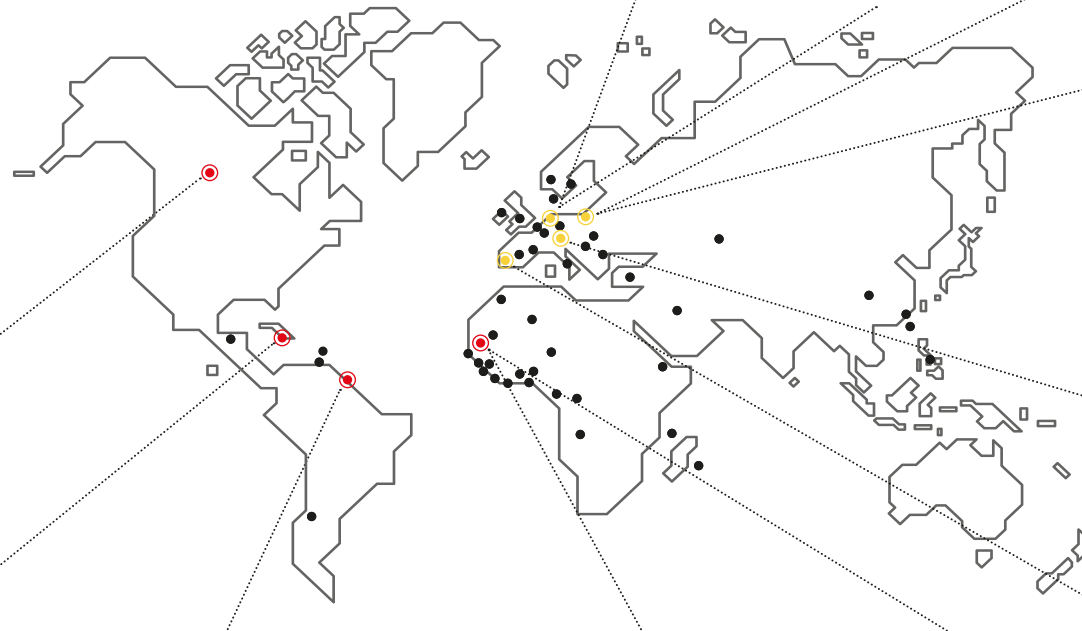
● EIFFAGE GROUP

€6 bn
international revenues in 2022, including €0.7 bn outside Europe

Over 71,600
employees in Europe at 31/12/2022

● EIFFAGE CONSTRUCTION

22%
of revenues generated outside France in 2022



— **Hay River Bridge (Canada)**

Construction of a bridge over the motorway leading to Fort Smith.



— **Paradise Park (Jamaica)**

Construction and maintenance of a solar power plant.



— **Ariane 6 (French Guiana)**

Construction of the metal gantry for the Ariane 6 rocket launch pad in Kourou.



— **Autoroute de l'Avenir (Senegal)**

Design and construction of the Dakar-Diambiadio motorway.



— **TER Dakar (Senegal)**

Design and construction of the TER linking the city centre to Blaise-Diagne international airport.



— **B&B Hotels (Portugal)**

Construction of a 176-room 3-star hotel in Porto, aiming for BREEAM Very Good certification.



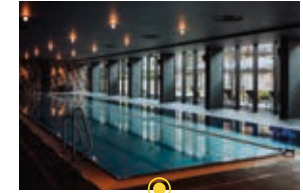
— **Terminal Europa (Belgium)**

Modernisation and expansion of the terminal in the port of Antwerp-Bruges.



— **Institute of Psychiatry (Belgium)**

Construction of the Institute of Integrated Psychiatry at the Saint-Luc and Valisana University Clinics in Brussels, covering an area of 18,000 sq.m.



— **Belmonte Hotel & Resort (Poland)**

Construction of a 254-room 5-star establishment in the Krynica-Zdrój ski resort.



— **Krakow Stadium (Poland)**

Modernisation of the municipal stadium and deployment of energy-saving solutions.



— **Litterna (Switzerland)**

Construction in Viège of a residential complex comprising 4 buildings and 138 apartments.

Unique model builder-developer

As a builder-developer and urban developer, we design comprehensive, sustainable and scalable new solutions. We put all our expertise to work in support of ecological transition, innovating and anticipating the needs of local authorities and users to create the cities of tomorrow.

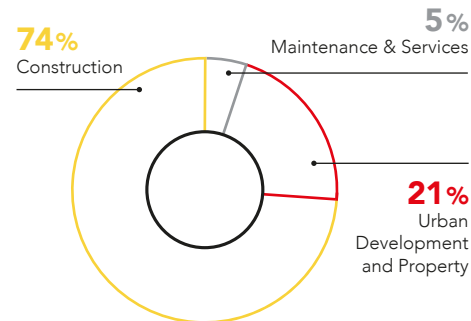
Eiffage Construction: complementary business lines for a comprehensive offering that serves our customers

 **10,550** employees

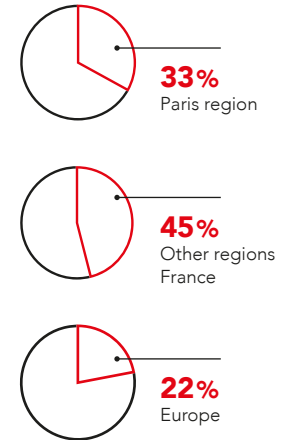
8 Regional departments
5 Countries of operation

BREAKDOWN OF 2022 REVENUES BY BUSINESS LINE

€ **4,4** bn
in revenues



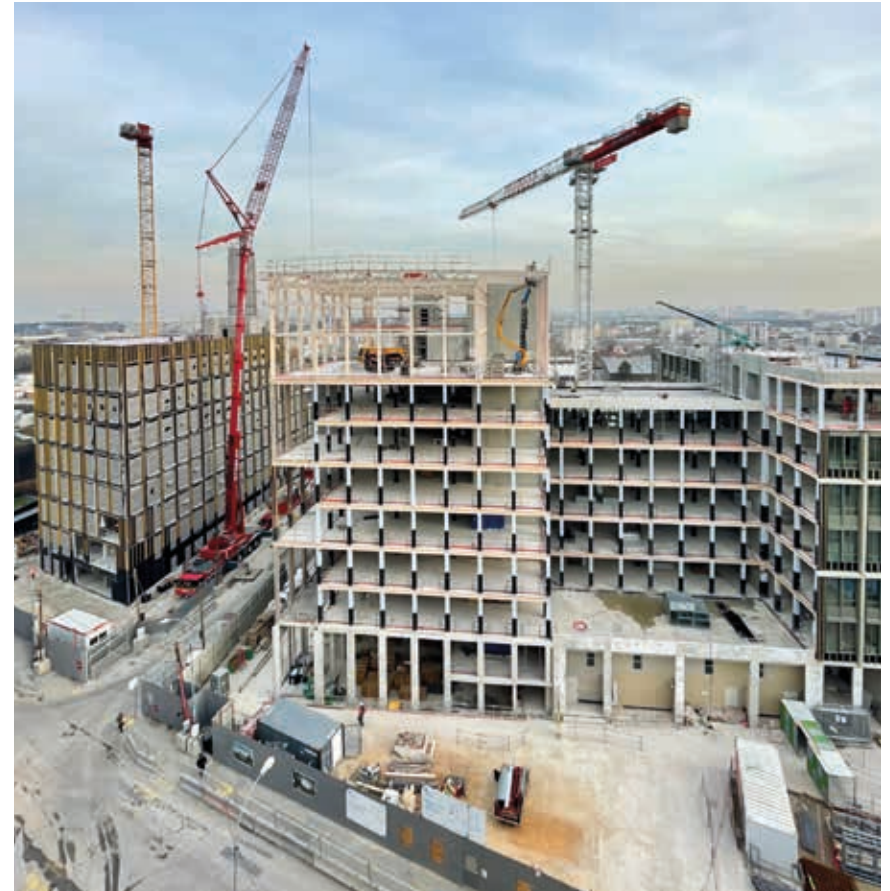
BREAKDOWN OF 2022 REVENUES BY ZONE



What if...
Imagining the future
meant building
differently to support
towns and cities in their
transformation, and
presenting innovative
solutions to meet
challenges regarding
society and the
environment ...

OUR CONVICTIONS

FOR MORE SUSTAINABILITY



— The Athletes' Village: a future sustainable neighbourhood

An ambitious model of ecological and reversible construction, the 58,000 sq.m. site in Sector E, "Les Belvédères", has strong low-carbon ambitions, with construction methods that combine wood and concrete to reduce its carbon footprint. In 2025, the Paris Games, which will welcome 15,000 athletes, will leave a legacy of 527 homes, 13,000 sq.m. of offices and around 5,000 sq.m. of shops and businesses. The programme is aiming for numerous certifications such as BiodiveCity® or BBCA Standard.

FOR MORE COMMITMENT



— Low-carbon shared accommodation: access to housing for all

Through its new subsidiary, Eiffage Immobilier Habitat Solidaire, Eiffage Immobilier is building its first temporary accommodation centre in Valenton (94). 55 end-of-life shipping containers have been converted by B3 Ecodesign, an Eiffage Construction subsidiary specialising in low-carbon modular construction, to create 75 homes with kitchenettes and en-suite bathrooms. The goal: to offer a quality welcome to 160 people in need.

FOR MORE INNOVATION



— Smartseille 2: a major milestone in Marseille's future EcoCité

This 45,000 sq.m. residential, office, retail and amenity development in Marseille (13) showcases the Group's innovative solutions in relation to the environment, low carbon and new practices. Energy solidarity is a major element of this urban development project, with the use of a seawater-fed heating and cooling network.

FOR MORE LOCAL SUPPORT



— Listening to help us plan the city of tomorrow

At Francheville (69), Eiffage Immobilier has chosen an innovative working method that combines a wide range of skills and experience. As part of the development of the Bel-Air terrace, this approach is helping to support the metamorphosis of the site and create links with local stakeholders in order to understand their needs and improve their quality of life.

It is intended to be participative, with workshops on the themes of re-use and mobility, with the aim of offering the most accurate predictions of tomorrow's uses.

... Eiffage Construction is offering the full range of its talents to serve the community and making innovation and sustainable development a central component of its work, deploying new design and construction methods for its projects.

4 business lines working in synergy to build a sustainable, socially responsible future

Our comprehensive solution draws on the expertise of all our employees. It enables projects to be planned right through from the design stage through to operation and maintenance. Innovation, rigour, quality and listening are the watchwords of our teams, whose commitment helps you to succeed every day.



Les Hauts de Joinville
Joinville-le-Pont

Urban development

Eiffage Aménagement is a key partner for local players, whether they are involved in restructuring city centres or creating new districts.

1,200,000 sq.m.
under development



Echô
Lagord

Property development

As a builder and developer, Eiffage Immobilier is developing a multi-product approach to support regional change and take new practices into account.

Nearly 3,000
homes reserved in 2022



Saint-Priest
Campus

Construction

A benchmark player in the building sector, Eiffage Construction works for the public and private sectors on both new-build and retrofitting projects, drawing on its capacity for innovation.

6,000
energy retrofitting projects



Les halles
Limoges

Maintenance & Services

The Maintenance & Services business handles refurbishment, extension, maintenance and compliance with building regulations, etc., providing long-term maintenance for all types of structures.

70
local establishments



A key partner for local players, Eiffage Aménagement supports local authorities in their work of restructuring city centres and renewing or creating new districts.

Designing the cities of tomorrow

— Our development projects anticipate changes in usage, incorporate urban agriculture, promote social links and give residents access to new services and areas with rich biodiversity.

Offering close local support

— Our decentralised structure enables us to work hand in hand with the needs of towns and local authorities, offering specific, tailored projects throughout France.

Developing sustainable partnerships

— We are committed to working alongside local authorities over the long term and, for each project, we strive to unite all stakeholders in reconciling economic, social and environmental issues. This partnership-based approach delivers sustainable urban projects that fulfil local expectations.

DIJON (21)

Cité Internationale de la Gastronomie et du Vin

Covering an area of 6.5-hectares, the Cité Internationale de la Gastronomie et du Vin will showcase the “French art of living”. This project, which is being implemented by the Group’s various business lines, illustrates both the creation of a neighbourhood that is sensitive to the historic architectural features of Dijon’s buildings and the management of ecosystem preservation.



Committed to consultation with local residents

Eiffage Aménagement and Seqens have formed a joint development company to run an urban regeneration project in Igny (91). The project aims to replace a social housing estate with a neighbourhood of around 650 homes, half of which will be social housing. This involved consultation with the local authority and local residents, organising information meetings, an audiovisual survey, workshops and discussions, and a series of urban walks.



ÉcoQuartier stage 2: two certified operations

The Lizé district in Montigny-lès-Metz (57) and the Paul Hochart ZAC urban development zone in L’Hay-les-Roses (94) have been awarded EcoQuartier stage 2 certification by the French Ministry for Ecological Transition, confirming their status as exemplary sustainable development projects.

BRISCOUS (64)

Town centre improvements

The Centre-bourg ZAC urban development zone, the future town centre district designed around a green corridor and belvederes, will offer 13,900 sq.m. of housing, shops and complementary services. The aim of this project is to revitalise and develop the town centre in response to the strong demographic growth in the area.



Nearly 40 years

of expertise in serving local authorities

900,000 sq.m.

under development

CHÂTENAY-MALABRY (92)

Construction



The 213,000 sq.m. La Vallée EcoNeighbourhood project, the Group’s sustainable city demonstrator, is part of Eiffage’s environmental approach and is aiming for HQE Excellent certification. In particular, it has been recognised for the use of carbon concrete made from aggregates obtained from demolition, the installation of an urban heating network and the opening of an urban farm. The first phase of the project was handed over in 2022.

SAINT-DENIS (93)

Urban renewal

The Cathédrales du rail – two 8,400 sq.m. SNCF railway halls – will be renovated to house a street art and hip-hop museum. Set on a 6-hectares site, it will be located in an eco-responsible neighbourhood with a 1.7-hectares park, 650 homes and local amenities.



Find out more about all our projects at <https://www.eiffage-amenagement.fr/>



NICE (06)

Joia Méridia

This new living environment will address the social and environmental challenges of the city of tomorrow.

The 347,000 sq.m. of low-carbon construction, using bio-sourced materials and geothermal energy, will offer a mix of uses (housing, shops, offices and various leisure areas). The project is aiming for Low-Carbon certification.

In residential, commercial, retail or hotel developments alike, Eiffage Immobilier responds to the needs of its customers to promote the emergence of living environments suited to new ways of living, working and travelling.

Developing a tailored multi-product approach

— We design complex, mixed-use developments in which the diversity of uses helps to make neighbourhoods more attractive and gives rise to new economic dynamics.

Forging lasting social links

— To address the challenges facing society, we have designed Cocoon'Agés® intergenerational housing to encourage interactions and support between residents, and Cazam® senior residences, providing open access to the city. Proof of the momentum to date: 14 Cocoon'Agés® residences have been delivered, 11 are under construction and 7 are being set up; 2 Cazam® residences have been built, 3 are under construction and 3 others are being set up.

Focus on customer satisfaction

— Because buying a property is a once-in-a-lifetime project, we offer innovative services such as digital signature of the reservation contract, "L'Atelier by Eiffage" to make moving in and carrying out small jobs easier, and a virtual tour of your future flat. For over 5 years now, we have also been making sure that art is included in our property developments, with the "1 immeuble, 1 œuvre" charter produced by the French Ministry of Culture.



Le Lab': collective intelligence to serve everyone's needs

Building the city of the future means more than just erecting buildings. We also need to create a sense of community in our neighbourhoods, a sense of inspiration in our buildings, services for our users, etc. This is the ambition of the Lab' which, through collective innovation, aims to help employees and partners devise innovative solutions to make the city desirable, sober, resilient and inclusive.



CLERMONT-FERRAND (63)

Résidence Cazam*

This Cazam® residence, comprising 7,000 sq.m. and 114 housing units, received the Pyramide de l'Impact sociétal award from the Auvergne FPI. Firmly established in the heart of the town and connected to transport and shops, it provides a space where residents can freely welcome guests.

CLAYE-SOUILLY (77)

Industrial solutions

20 social housing units using 50 containers converted by B3 Ecodesign are currently being built in the Bois des Granges urban development zone. The project, led by Eiffage Immobilier Solutions Industrialisées, will be level 1 bio-sourced and will aim for E+C- level E2C1 certification, with the installation of two photovoltaic panels per dwelling.



MONTPELLIER (34)

Service sector

A 3,900 sq.m. wooden office complex will be built at the heart of Parc Eureka, the city's major service sector centre. It will be BREEAM "Very Good" certified. Made of concrete with a reduced carbon footprint and timber-framed facades, it will aim for E+C- E2C1-level certification.



32

low-carbon projects launched by Eiffage Immobilier (Bâtiment biosourcés, BioDiverCity® certification, etc.)

300,000 sq.m.

under construction or development in tertiary

33

residential projects launched



Find out more about all the projects at www.eiffage-immobilier-corporate.fr/home-page



GIF-SUR-YVETTE (91)

In'Cube

Danone's new 21,000 sq.m. international Research and Innovation Centre offers its employees a space for exchange and creation, using materials with a low environmental impact, thanks in particular to the use of mixed wood/concrete construction with a reduced carbon footprint, enabling it to aim for BBCA v3 standard level, HQE Bâtiment Durable 2016 Excellent level, BREEAM NC 2016 Excellent level, Osmoz (1 lever) and Ready2Services (1 star) certifications and labels.

Eiffage Construction uses its innovation potential to serve its customers and the environment. Working in synergy with the Group's business lines, a tailor-made solution is implemented for each project.

Offering an integrated package

— From project design to delivery and maintenance, we offer public and private sector clients tailor-made solutions for both new-build and refurbishment projects. Examples include the renovation of the Cités Administratives in Lyon (69) and Colmar (68), the restructuring of the imaging and cardiology departments and the construction of three buildings at the Centre Hospitalier Annecy Genevois (CH.AN.GE), and the construction of offices at the CHU in Rennes in partnership with Savare, a subsidiary specialising in wood construction.

Introducing environmentally-friendly solutions

— Our commitment to the environment, which we share with our customers, has led us to develop new construction methods. For example, we have adopted the timber construction approach, we use concrete with a reduced carbon footprint and we rely on industrialisation and modular construction methods to reduce nuisances and minimise construction times.

Bringing heritage back to life

— We specialise in renovations, applying our expertise to large-scale projects. With our subsidiary Pradeau Morin, we are involved in refurbishing historic buildings at the Banque de France and the Château de Versailles, as well as renovating part of the transept of the spire at Notre-Dame de Paris.



Skills sponsorship is deeply rooted in our culture

A partner of the Abbé Pierre Foundation since 2005, Eiffage Construction is using its skills to renovate the network's Boutiques Solidaires. In collaboration with Eiffage Immobilier, the teams also support the ESTP Foundation by taking part in discussions on the development of business lines and the construction of the city of the future.



PLAN AMBITION LOGEMENT

Construction & renovation of 11,000 homes

Under a concession contract won by the Group, Eiffage Construction will renovate nearly 8,000 housing units and build 3,000 new housing units on 55 sites for the French Ministry of Defence. This is an historic contract.

86%

waste recovery rate (all types of waste combined)

74%

of designs feature a low-carbon component

VILLENEUVE-D'ASCO (59)

Office conversion

The Péricentre building, a 6,000 sq.m. office complex, is to be transformed into a 189-unit residence for students and young professionals. The project has been awarded the NF Habitat BBC Rénovation label, illustrating the Group's environmental approach.

SAINT-FONS (69)

Industry

Eiffage Construction, in close partnership with other Group subsidiaries, is building Europe's largest fuel cell plant for Symbio. The 25,000 sq.m. site will also house the logistics warehouse, research and training centre and head office. A symbol of responsible construction, the project is aiming for BREEAM Very Good certification.



Find out more about all our projects at www.eiffageconstruction.com/medias/actualites



PARIS (75)
**Renovation
on occupied site**

Our teams refurbished the zinc roofing, decorated the communal areas, refurbished the vacant flats and carried out various upgrades.

The Maintenance & Services business, integrated with the Construction business, offers clients services for the long-term upkeep of facilities through renovation, extension, maintenance and regulatory compliance.

Supporting projects

— Our multi-disciplinary teams provide support for projects for local authorities and businesses, on open or occupied sites, throughout France. This local network ensures that all stakeholders are listened to and understood, and responds to local issues.

Guaranteeing a close, long-term relationship

— We operate through multi-year maintenance contracts, purchase order contracts and one-off micro-projects. Our 800-strong workforce ensures quality and safety throughout the life cycle of a building.

Offering a tailored service

— By combining the expertise of a large group with the flexibility of an SME, we deliver a responsive, high-quality service to all our customers (local authorities, businesses and private individuals).



Teams with a listening ear

Our teams are made up mainly of engineers, technicians and site workers, ensuring they can respond quickly to the fast pace of short-term projects.

MAINTENANCE & SERVICES



SAINT-JACQUES-DE-LA-LANDE (35)

New build

Our teams were involved in the construction of a new waste collection centre, covering an area of almost 300 sq.m., using all trades.



SAINT-QUENTIN (02)

Low-carbon construction

A new 4,500 sq.m. sports complex hosts gymnastics and table tennis competitions and training sessions. This low-carbon building is connected to the urban heating network and uses bio-sourced materials: straw for the insulation and wood for the building's framework.



CLERMONT-L'HÉRAULT (34)

Renovation

This 450 sq.m. estate agency has been completely renovated. The work was carried out by a general contractor over a period of 7 months.

800
workers

70
local
establishments



Find out more about
all our projects at:

<https://www.eiffageconstruction.com/en/home>

Working together for ecological transition

Together with our customers, suppliers and partners, we are combining all our skills to contribute to ecological transition. All our business lines are committed to reducing our carbon footprint and preserving the environment.



OUR OBJECTIVES FOR 2030

A 46%* reduction
in CO₂ emissions generated by all our facilities under scope 1 and 2**

A 30%* reduction
in CO₂ emissions linked to our scope 3 ** upstream operations

* Compared with 2019.
** Scope 1: direct emissions produced by the company.
Scope 2: indirect emissions linked to energy consumption.
Scope 3: other indirect emissions.



ECO-DESIGN

Developing a low-carbon materials mix

We favour the use of new ranges of concrete with a reduced carbon footprint, and **biosourced** and **geosourced materials** such as wood and hemp, straw or raw earth. The aim: to reduce the carbon footprint of our own projects and those of our customers.



CIRCULAR ECONOMY

Pooling solutions

Recarbonation of concrete using recycled aggregates from demolition, recycling of equipment and old furniture with the **RéaVie** association, provision of shared inter-site services with the Plateforme **Noé**, **which has sustainable city demonstrator status, demonstrating its exemplary approach to reuse...** We encourage the development of circular economy solutions and their incorporation into our business activities.



BIODIVERSITY

Protecting living organisms and natural ecosystems

We have been pursuing a policy of preserving biodiversity for almost 15 years. We are reducing the amount of land we build on, developing our skills in ecological engineering, providing environmental training for our employees and increasing the number of projects that qualify for BiodiverCity® certification

COMMITTED TO THE ECOLOGICAL TRANSITION



INDUSTRIAL SOLUTIONS

Innovating for sustainable construction

We use 'off-site' construction methods with HVA Concept™ bathrooms and their low-carbon wood-frame versions (Wa'ood™ bathrooms), modular construction solutions based on old shipping containers developed by B3 Ecodesign, and wood-frame walls (MOB, BioMOB, HyperMOB and FOB) from our Savare subsidiary that can use bio-based materials (hemp, straw, wood wool) as insulation.



Watch Anicet Mbida on video in the web series "Vous n'avez pas encore tout vu" ("You haven't seen everything yet")

<https://www.youtube.com/watch?v=Dr1zNQHHxpg>



A long-term commitment to our employees and society

Corporate Social Responsibility (CSR) increases commitment by our employees, and is a practical expression of our desire to be ever closer to the issues that matter to our local communities.



MAKING ALL EMPLOYEES ACTIVE PARTICIPANTS IN THEIR OWN CAREER PATHS

TRAINING

Improved expertise and interpersonal skills

Our employees have access to training courses offered by Eiffage University to enhance their skills, keep pace with changes in their professions and boost their careers. Employees are offered sector-specific training courses such as "Horizons confirmés" for experienced roles and "Horizon compagnon" for team leaders.

More than 500 training courses offered*

COMMITMENT

Promoting diversity & equal opportunities

We are committed to gender equality, anti-discrimination and disability. This is demonstrated by the Diversity mission, which provides training in gender equality for TOP management and managers in particular. A "Disability Agreement" has been signed to encourage the recruitment, support and retention of people with disabilities. We are also a member of the Performance Pact, which enables top sportsmen and women to combine their passion for sport with their professional activities.

More than 1,000 employees trained and made aware of the challenges of diversity and gender equality*

RECRUITMENT

Attracting and retaining the best talent

We have a wide range of initiatives to attract and retain new talent: national recruitment campaigns, a presence in schools and universities, recruitment through work-study programmes and end-of-study internships, the "Horizon Junior" graduate programme for young graduates, etc. We also encourage internal mobility, both functional and geographical, by supporting our employees in the implementation of their career plans.

383 out of 772 permanent contracts went to under-30*



OFFERING THE BEST HEALTH AND SAFETY ENVIRONMENT

HEALTH

Preventing at-risk situations

The health of our employees depends on the prevention of psychosocial risks and stress in the workplace. These issues are covered in specific training for line managers and are raised during individual interviews.



SAFETY

Aiming for zero accidents

We organise awareness-raising campaigns such as "Safety Month" and weekly 15-minute safety sessions. We are also rolling out prevention training courses for our construction site employees. Teams continue to be coached on best practice and at-risk situations using the Finalsafte digital tool.



93% of employees are proud to work at Eiffage Construction**

Sources:

* 2022 Eiffage Construction figures

** 2022 Eiffage Construction internal barometer.



SUPPORTING SOCIAL AND PROFESSIONAL INTEGRATION

EIFFAGE FOUNDATION

Working within the regions

The Eiffage Foundation mobilises employees' skills and financial resources to support initiatives that promote the inclusion of vulnerable people. This unique approach is marked by the strong voluntary commitment of our employees.

9

Eiffage Construction projects supported by the Foundation*.

SOCIAL INCLUSION

Making a collective commitment

We are committed to working alongside CREPIs (regional clubs of social inclusion partner companies). Co-founded in 1993 at our initiative, the network exists to help people on the margins of society to return to employment.

6,300

people supported by the CREPI* network



Head Office

11, place de l'Europe
78141 Vélizy-Villacoublay Cedex

www.eiffageconstruction.com
www.eiffage-amenagement.fr
www.eiffage-immobilier-corporate.fr
www.eiffage-immobilier.fr



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