



2023
Environmental, Social
and Governance Report

Antea Group

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2023 Environmental, Social and Governance Report

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Antea Group France - June 2024

Thank you to the many employees who participated in the drafting of this Antea Group France ESG report. Comments and suggestions are welcome and can be sent to RSE@anteagroup.fr

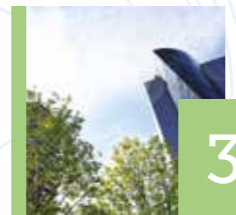
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4 Contributions of our activities to the Sustainable Development Goals (SDGs)



Pascal Voyeau
*Managing Director
Antea Group France*

For the men and women working at Antea Group, ESG consists of the day-to-day actions they undertake in their work.

We play a role in a healthier world

Experts in water decontamination and soil remediation, Antea Group engineers were among the first to tackle PFAS pollution in 2023. We are also proud to assist local authorities in managing waste and protecting air quality. Our decommissioning teams help reconstruct the city on top of the city and manage all the risks related to these operations including asbestos- and lead-related risks, and this applies even to the most prestigious monuments.

Respectful of resources

The sustainability of our environment depends on the sustainable use of the available resources. When it comes to the re-use of materials, the management of water resources or preservation of biodiversity, our teams are mobilized from measuring and monitoring phases to preliminary studies and design engineering.

For a more carbon-free world

At the heart of the energy transition, our teams are active in both the nuclear and renewable energy industries. In the geothermal energy sector, we offer integrated and turnkey services.

For a more resilient world

The combination of our skills in hydrogeology, hydraulics hydromorphology, geology, geotechnical engineering, natural or industrial risks, civil engineering and data processing has given rise to Climatea, a unique tool for assessing the potential impacts of climate change. This innovation provides real support to decision makers for the adaptation of regions to climate change.

We are committed to the United Nations Global Compact

Beyond the engineering fields of activities, we have proceeded with the transformation of our company to reduce its carbon footprint, its environmental impacts, support eco-responsible projects, improve the quality of life at work, and continually be more inclusive.

To set an ambitious framework for our WeAct company project, we renew our commitment to the United Nations Global Compact, its 10 principles and 5 Sustainable Development Goals for which we specifically mobilize our efforts.

All of this forms the ESG commitment of which we are proud.



Pascal Voyeau
*Managing Director
Antea Group France*





WeAct, Our 2021-2024 company project A SHARED VISION FOR A CO-DESIGNED PROJECT

6

WeAct, Antea Group France's company project for 2021-2024, reflects who we are and what we want to evolve towards.

It is based on 3 founding pillars of our commitments and our identity, reflected in 64 actions in which everyone can find his or her place and get involved.

These actions constitute a real roadmap for the deployment of our ESG policy and our commitments in terms of well-being at work, diversity, health and safety, as well as our environmental commitments in the functioning of the company and in our engineering projects.

2023 has witnessed the continuation of many WeAct actions, which are recounted throughout this report.

Focus 1 WE ARE OPEN AND COMMITTED

Solidarity, respect and safety for everyone and respect for the environment are our values and the identity of our group. We are proud to share them and to implement them on a daily basis and in our external commitments.

We act towards...

- 1- A responsible commitment**
 - > Develop our commitment to the Sustainable Development Goals
 - > Support actions related to our ESG policy
 - > Support employees' initiatives for the protection of the environment and resilience to climate change
- 2- Respect and safety for all**
 - > Respect of human rights and ethics
 - > Do everything possible for everyone's safety
- 3- Welcoming and supporting all employees**
 - > Promote well-being at work and diversity
 - > Develop our welcome and integration programs
 - > Support employees in their career path
- 4- Cohesion and solidarity**
 - > Strengthen team cohesion and the sense of belonging
 - > Promote mutual aid

Focus 2 WE ARE THE PARTNER OF CHOICE

Our clients, businesses, and local authorities recognize us, set us part, choose us and establish a lasting trust relationship with us. We support them in taking their environmental challenges into account, in France and around the world.

We act towards...

- 1- The quality of the client relationship**
 - > Prioritize the quality of the client relationship
 - > Build loyalty
 - > Co-build innovative projects
- 2- The quality of our services**
 - > Guarantee adapted solutions
 - > Produce services and deliverables adapted to the specific project features
 - > Anticipate the needs of our clients
- 3- Visibility and recognition of our expertise**
 - > Rely on our technical skills and our expertise to develop our reputation
 - > Invest in social networks
- 4- International development**
 - > Develop our international activities in the private sector
 - > Encourage our teams to go international
 - > Expand our services to new regions of the world



Artificial intelligence, geo-referencing, integrated database, etc.
These terms increasingly characterize our business processes.

Focus 3 WE ARE STAKEHOLDERS OF A SUSTAINABLE AND VIRTUOUS FUTURE

Our multiple skills, our technical excellence, our innovative solutions and our powerful digital tools enable us to design sustainable, resource-efficient facilities in the service of the resilience of regions and of business activities faced with climate extremes.

We act towards...

- 1- Excellence in engineering and offering multiple skills**
 - > Deploy our technically differentiating expertise
 - > Promote our multi-disciplinarity
 - > Develop the innovation dynamic
- 2- Sustainable facilities**
 - > Design solutions making it possible to control impacts and preserve resources
 - > Work towards resilience to climate extremes
- 3- Powerful digital tools**
 - > Accelerate our digital transformation
 - > Develop innovative solutions for environmental data



500
tons CO₂
/year



This is the CO₂ equivalent quantity per year that we are committed to reducing.



The well-being and satisfaction of all our employees are the objectives that we set ourselves.

1



Find the description of the SDGs on pages 58/59



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Principle 1

Promote and comply with the protection of International Human Rights Law

Principle 2

Ensure we are not complicit in Human Rights violations

Principle 10

Take action against corruption in all its forms, including extortion and bribery

Human Rights and Ethics

The United Nations' Universal Declaration of Human Rights and the Charter of Fundamental Rights of the European Union are integral parts of Antea Group's values. Our code of ethics makes it possible to fight against all corruption, influence peddling, illicit agreements, favoritism or conflicts of interest.

Our human rights commitments **11**

Our commitments in terms of respect for ethics and professional conduct **12**

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We support the mission of the United Nations Global Compact to :

MOBILIZE A MOVEMENT OF RESPONSIBLE COMPANIES AND ECONOMIC STAKEHOLDERS TO BUILD THE WORLD WE WANT TOGETHER



1.1

Our Human Rights commitments

As the official local contact of the United Nations Global Compact, Global Compact France brings together more than a thousand companies and organizations around issues related to ESG and sustainable development. Global Compact offers its members a voluntary commitment framework built on 10 principles to be complied with in terms of human rights, labor law, the environment, and the fight against corruption. It is also mandated by the UN to support the implementation of Agenda 2030 and adoption of the Sustainable Development Goals by the French business community.

Antea Group France has supported the Global Compact since June 18, 2003.

The first 2 principles of the Global Compact are about Human Rights.

The United Nations Universal Declaration of Human Rights of December 10, 1948, and the Charter of Fundamental Rights of the European Union of December 18, 2000, are integral parts of Antea Group's values. The group defends the indivisible and universal values stemming from these texts, such as dignity, equality, solidarity, citizenship, and justice.

These values are found in every aspect of the functioning of the company, particularly in our management of Human Resources – no discrimination in hiring, diversity, gender equality (see page 16) - and in the application of our code of ethics in the exercise of our activities (see following page).

In addition, we ensure that the selection of our suppliers and subcontractors meet our requirements in terms of respect for Human Rights, legislation on labor rights and the environment. To do this, all of our suppliers are automatically assessed as required according to HSQE (Health Safety Quality Environment) criteria. Audits of our main partners are carried out annually by our network of HSQE representatives.

1.2

Our commitments in terms of respect for ethics and professional conduct

Strengthening regulations for the fight against corruption and influence peddling constitutes a major challenge for our group, which is developing in France and internationally in highly complex and very competitive environmental engineering markets.

In 2020, Antea Group actively deployed its code of ethics to all employees and stakeholders. It is available to everyone on our <https://www.anteagroup.fr/charte-ethique>.

The code of ethics of Antea France, IRH Ingénieur Conseil, and TLG Pro is a structuring element in our method of operating and enlightens the principles that drive us. It defines the rules of individual and collective conduct which must guide our actions and inspire our daily choices in accordance with our values and commitments. This simple and concise document shows the areas where we are vigilant as well as our commitments in business conduct. This code is intended for Antea Group teams, as well as its partners, suppliers, and subcontractors.

The constant application of this code and its operating commitments allow us to be recognized in the market as a company of exemplary integrity.

In order to ensure perfect knowledge of these rules and their application by all of our employees, we prepared an e-learning training and evaluation course dedicated to the code of ethics. All new employees are systematically enrolled on this course, and this also concerns work-study students and interns. This course brought together 135 new recruits in 2023, and raised the awareness of 79 other employees who had until then been unable to take the training.

In 2023, we continued to deploy our procedure for evaluating third parties. We have thus identified potential high-risk third parties who will be investigated in 2024.

We also drafted a gifts and invitations policy in 2023. It was designed on the basis of recommendations from the French anti-corruption agency's guide, and will be disseminated in 2024 to all employees.

Finally, the review of our ethics system led us to identify areas for improvement to be implemented in 2024.

Our Ethics Officer (ethique@anteagroup.fr) is available to everyone to answer all questions relating to the fight against corruption, influence peddling, unlawful agreements, favoritism, and conflicts of interest.



In the code of ethics, we set out four commitments:

- 01 We refuse all forms of corruption or influence peddling;
- 02 We give our opinions as engineers & consultants in compliance with professional codes of conduct;
- 03 We reject unlawful agreements and favoritism;
- 04 We are vigilant in preventing conflict-of-interest situations.

2



Principle 3

Respect freedom of association and recognize the right to collective bargaining

Principle 4

Contribute to the elimination of all forms of forced or compulsory labor

Principle 5

Contribute to the effective abolition of child labor

Principle 6

Contribute to the elimination of all discrimination in employment and professions

Working conditions: diversity, health, safety



Find the description of the SDGs on pages 58/59

Our employees are at the heart of our ESG approach. It applies to working conditions, the fight against discrimination, social dialogue, human capital development, diversity, health, and safety at work.

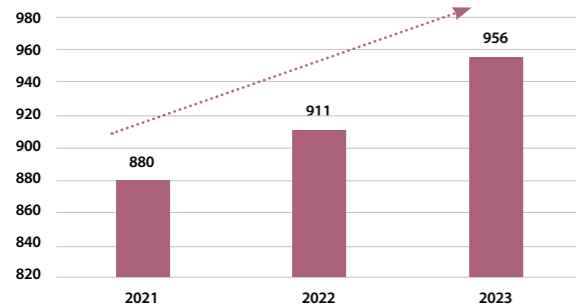
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2.1 Diversity and non-discrimination

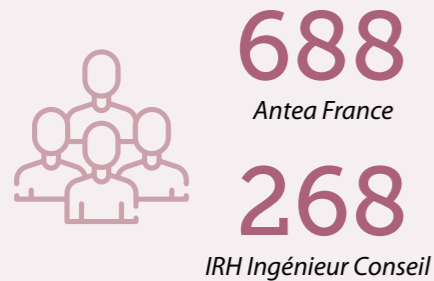
In France, Antea Group has a rich history, with roots dating back to the 1950s. Today, Antea Group is an international environmental engineering and consulting firm, with more than 3,200 employees worldwide, and a parent company in the Netherlands.

In France, Antea Group is made up of three legal entities: Antea France and its subsidiaries IRH Ingénieur Conseil and TLG Pro. Antea Group brings together multidisciplinary experts and consultants working in an industrial environment and in the fields of water, infrastructure, and environmental data management. Our French teams, made up of more than 1,000 employees and spread over 25 offices in metropolitan France and 5 offices in French overseas departments, work in the heart of territories alongside local stakeholders in France and internationally. Our workforce has been steadily growing for the past years, as shown in the graph below.

Change in workforce since 2021



Workforce at the end of 2023*



*excluding employment contracts suspended for a long time, work-study contracts, and internships

At Antea Group, we strongly believe in diversity. This is why we are implementing various actions aimed at promoting women, young people, and seniors in the company.

Gender equality

Our Gender Equality indexes reflect our daily actions to improve our overall scores. In 2023, they are **close to or above 90/100** (with the objective set by the French Law No. 2018-771 of September 5, 2018, to combat gender inequality being 75).

Every day we work to improve our Gender Equality Indexes for a fair professional environment. Thus, after a period of internal and external support, we have included a fourth woman on the Antea Group France Executive Committee (out of 10 current members).

Actions towards seniors

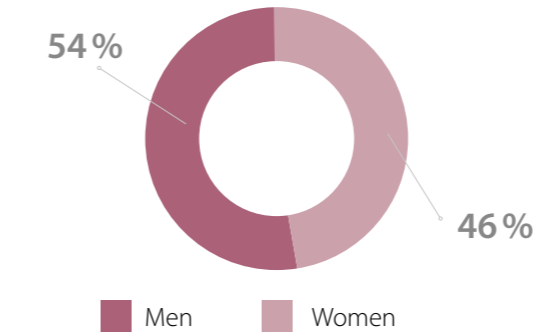
We continue to assist our employees who wish to prepare for their retirement, either by introducing flexible working hours or through training for retirement preparation.

In 2023, to assist with end-of-career preparation, we introduced progressive retirement schemes to reduce working time by one to two days per week. To date, 25% of eligible employees benefit from this scheme. Moreover, training on this turning point in our lives helps to better understand the administrative steps and life questions which may arise (7 people took the training in 2023).

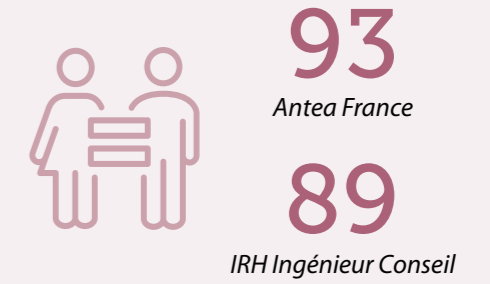
Finally, we reviewed the rewards and work medals given out to reward the loyalty of seniors. 15 employees received a work medal (7 received the silver medal after 20 years of service, 5 the silver-gilt medal after 30 years of service, 1 the gold medal with 35 years of service, and 2 the large gold medal after 40 years of service).



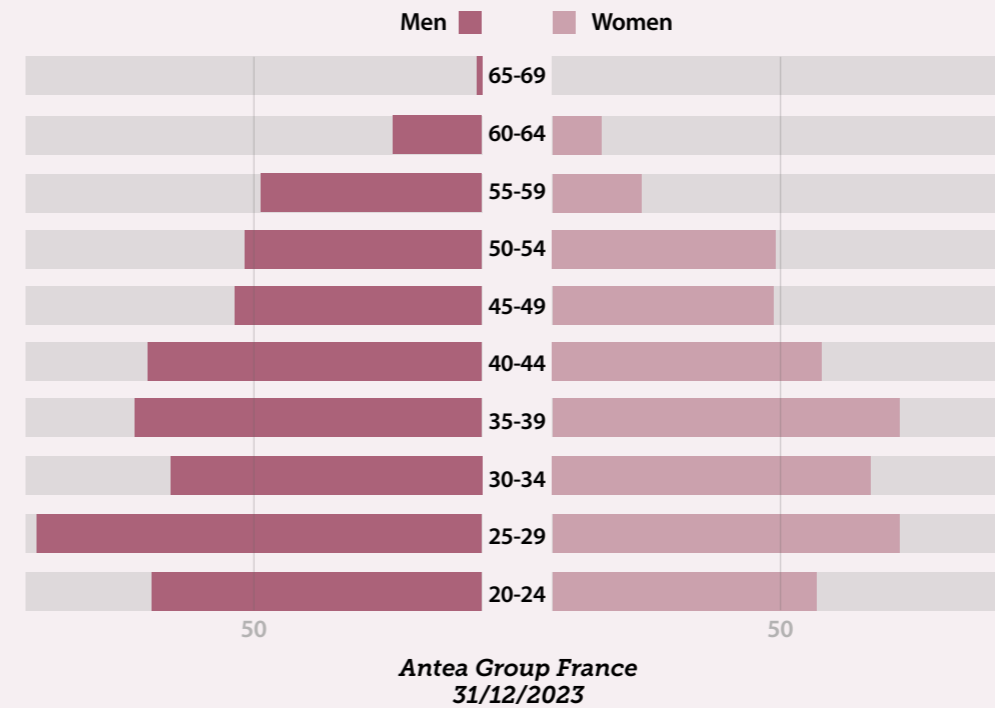
Men/Women workforce ratio



Gender Equality Index



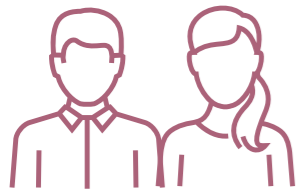
Age structure



Our recruitment practices reflect our commitment to gender parity:

	2022	2023
New recruits	129	154
Young recruits* among the new recruits	50 of which 50% are women	60 of which 45% are women
Work-study contracts	42 of which 52% are women	54 of which 30% are women
Interns	115 of which 46% are women	102 of which 43% are women

* Young recruits: graduates leaving educational institutions without initial professional experience, excluding internships and work-study contracts



Support for young people

Antea Group continues to strive for the professional integration of young people.

In 2023, we hired on permanent contracts 47 interns and work-study students at the end of their contracts, i.e., 30% of our recruits (see indicators on the previous page).

In order to anticipate our future recruiting, we welcomed 102 interns and 54 work-study students in 2023.

For all these young people for whom Antea Group is often the first professional experience, but also for any new recruit, it is essential to have benchmarks and key information from the first days, beyond just the support of the manager and colleagues.

This is why our partly digitized integration course is constantly being improved.

In addition, mobility gateways are set up in the company, but they were not always well known, both among young employees and young managers. A presentation of these gateways is now available for employees, who can thus better understand the company's mobility policy and discover career opportunities.

Antea Group also offers VIEs (International Internships in a Company). To this end, considering its 6 VIEs, Antea Group was rewarded in July 2023 and received a VIE award for its commitment, in particular in new countries (Kosovo) with BUSINESS France. This scheme enables young engineers to get long-term experience abroad, often between 12 and 24 months. 4 employees of Antea France's International Department are former VIEs.



Partner of the association Our Neighborhoods Have Talent (NQT) since 2017, we communicate internally on an annual basis to promote sponsorships which put an active executive in touch with a young graduate to coach him/her while they are looking for a job and help them with their career plans.

In 2023, 9 sponsors were identified, and 5 sponsorships were established.



Disability support

In 2023, 5 employees received support from our disability representative for the reorganization of their workstation. In particular, we were able to support an entire team to have real awareness of a colleague's disability and adjust the measures put in place to live collectively and comfortably with the disability.

In November 2023, Antea Group participated in the 6th edition of the DuoDay event, a day during which company employees invited people with disabilities to show them their job. Two of our engineers offered a day of immersion in their day-to-day work. This event which promotes exchanges and inclusion was very beneficial for both those welcomed and the employees doing the welcoming.



Fight against sexual harassment and sexist conduct

As part of actions carried out in 2023, we strengthened the capacities of our teams of representatives by integrating male and female representatives, in order to remove barriers related to sensitivities, and thus give everyone the opportunity to be able to talk about things that have happened and their feelings to the person they trust most.

An e-learning module on Non-Violent Communication has been produced and will be disseminated soon. This tool gives our employees the opportunity to prevent any harassment-like offences.

2.2

Cohesion, health and well-being at work



Well-being and cohesion activities

Over the past 4 years, many transformations have taken place within Antea Group France. While we were able to adapt to the health crisis in 2020 and 2021, namely with the development of remote working, we also experienced strong growth of our activities and of our teams. It was then essential to elaborate initiatives promoting team cohesion and the quality of life at work. It is a whole range of actions and levers that make it possible to establish a satisfactory working environment for all.

Cohesion begins at Antea Group as soon as new employees are integrated. In 2023, we restarted the integration weeks enabling employees to meet counterparts, be able to learn to get to know each other and discuss topics which are important to us such as disability, disconnecting, and diversity.



At the same time, to prevent cardiovascular diseases, we offered cardiovascular assessments to all our employees, in partnership with our health and provident insurance provider. To date, 10% of employees have taken up this offer. A new round of communication should make most employees aware of the risks, and help them put in place preventive actions which are often simple to implement in their daily lives.

In 2023, we offered all of our employees the chance to form teams and challenge themselves with "orthographic brain-teasers" in partnership with Fondation Voltaire. 280 employees participated and formed teams in this inter-company challenge with more than 9,000 participants. One team notably came first in the Water/Energy/Environment category.



In addition, it was important to us to offer the employees who wanted it the chance to take part in **the same run**. Run For Planet is a great sporting challenge, accessible to all with several versions: 5 km of non-timed running or walking, 10 km of timed running, and a connected version to be done during a given period.

For the 2023 edition of Run for Planet, we beat the previous year's numbers with 429 participants (vs 373 in 2022) across 26 offices. Thanks to them, 3,080 km were covered in total. Part of our registration costs helped support the Planète Urgence association which works to preserve forests.

Soft mobility

In 2023, Antea Group France again participated for the 3rd consecutive year in the "Au boulot en vélo" (cycling to work) challenge organized by the CADR67 in partnership with the Eurometropolis of Strasbourg.

This event aims to encourage the use of bicycles on commutes and work journeys. 279 Antea Group employees took their bicycles (vs 227 in 2022) and covered 36,337 km (vs 30,460 km) in June to get to work.



"Vis ma vie" (Live my life) program

In 2023, 21 employees completed a "Vis ma vie" experience. The experience of discovering another job and discussing the pluses and minuses of each position enables us to develop a cross-disciplinary and multi-business line approach.

Colleagues from Guadeloupe notably came to metropolitan France and were able to talk to their colleagues about good practices. They developed their knowledge of the company, which is not always easy given the distance.





Remote working and part-time work: flexible organization

We analyze each mobility request to try to best support the life projects of our employees. In 2023, there were 23 geographical transfers and 3 career changes.

A new agreement on working time was executed and formalized the part-time and full-time work contracts offered by Antea Group. Whether it is working 3 days, 4 days a week or 5 hours a day, we have multiple arrangements for the ideal work-life balance.



Number of employees benefiting from a remote working amendment at the end of 2023

404

Percentage of employees who worked remotely at least once in 2023

69 %



Creation of a "Life's problems" Committee

With the aim of promoting support and mutual assistance of employees facing personal difficulties, we have put in place this Committee made up of one Antea France and IRH Ingénieur Conseil staff representative, the Human Resources Director, and the Managing Director.

This Committee aims to implement personalized solutions on a case-by-case basis within the company to help employees overcome their personal difficulties.



Employee dialogue & support

In 2023, we set up a new telephone platform with a sole access point making it possible to be redirected to a male or female psychologist and/or social worker.





2.3 Safety

Our Health, Safety, Quality and Environment Management System

Our national HSQE policy is based on the following 5 essential commitments:

- 01 To provide high-level technical services with real added value for our clients**
- 02 To comply with our commitments in terms of deadlines**
- 03 To work on the development of innovative solutions, both from a technical and organizational point of view**
- 04 To improve the quality of life at work for our teams**

05 To be a responsible and exemplary company in terms of ethics, quality, health, safety and environmental protection

To deploy this policy, improve our overall performances and provide a solid basis for initiatives that will ensure our development and sustainability, we have chosen to rely on an integrated Health, Safety, Quality and Environment (HSQE) management system which, depending on our activities, complies with the following standards:



The OPQIBI qualifications (Engineering Qualification Body) validate the expertise and the experience of our engineers. We have about sixty qualifications in the fields of Water, the Environment, Infrastructure, the Circular Economy, Renewable Energies and Ecological Engineering, as well as cross-disciplinary expertise in assistance to the client and project management. Several of these qualifications have the Reconnu Garant de l'Environnement label (Recognized Guarantor of the Environment).



MASE is the standard among industrial stakeholders for the health and safety management of the stakeholder companies' personnel as well as their management of environmental impacts.

LNE SSP

The LNE SSP certification (National Laboratory of Metrology and Testing Polluted Soils and Sites) based on the NFX 31-620 standards judges the quality and conformity of services relating to polluted sites and soils. The areas cover diagnoses, decontamination engineering including pilots and remediation works, as well as regulatory certificates.

COFRAC

The Measurements Business Unit of IRH Ingénieur Conseil is accredited by Cofrac for part of its services:

- water and air emission sampling, measurement and control,
- control of occupational exposure to chemical agents in the workplace. Cofrac Test Accreditation no. 1-7208 (list of sites and scopes available on www.cofrac.fr).



The CEFRI-E certification reference system specifies the organizational arrangements to be adopted by companies employing category A or B personnel working in nuclear installations.



The International Export Department of Antea France has been assessed as compliant with the requirements of the ISO 9001 v2015 standard relating to Quality management.



Antea France is registered by the Labor Division, Occupational Health and Safety Department of the Ile-de-France Regional and Interdepartmental Department of the Economy, Employment, Work and Solidarity (DRIETS) for the Environment team which acts as occupational risk prevention advisor for clients in the industrial and office real estate sectors.

Agrément Dignes et Barrages

Antea France has the Dikes and Dams accreditation issued by the French Ministry of Ecological and Solidarity Transition, for our ability to carry out studies, surveys as well as monitoring of works relating to the safety of hydraulic structures as well as Class C dams and dikes.



EcoVadis, a corporate ESG rating company, awarded the silver medal to Antea Group France. It is the result of the evaluation of the actions carried out by the company in terms of respect for the environment, employment-related matters and human rights, ethics and responsible purchasing.



Antea Group is accredited by the CDP, a global non-profit environmental organization, to assess companies and investors wishing to benefit from an environmental rating in the water sector.



Antea Group is a member of the Alliance for Water Stewardship (AWS), in which companies, NGOs and public stakeholders collaborate and which encourages water stewardship by certifying production sites according to the international AWS standard.

Antea Group's Senior Management has always stated its commitment to implementing a **high-performance HSQE culture and system**, shared by all and at all levels. Health and safety at work must be part of a prevention approach in which the company and the employees play a role. Our HSQE commitment is based on strong elements:

- **A recognized HSQE system since 2006** – formerly organized and certified at a regional level, in 2021 Antea France chose to commit to a single national MASE certificate, covering its 4 business lines. In autumn 2022, the Antea France teams were subject, for a second consecutive year, to a national MASE renewal audit. At the end of this audit, the MASE Committee renewed its confidence in us by certifying Antea France for a period of 3 years (MASE certificate valid until Nov. 4, 2025). The HSQE actions carried out throughout 2023 have enhanced our collective functioning and our HSQE culture.
- **A recognized commitment:** participation in the UPDS* Health & Safety Committee.

- An HSQE system based on everyone's contributions: **667 HSQE reports in 2023**.
- An HSE network of **6 HSQE facilitators and 30 local correspondents** close to employees.
- **117 HSQE events** (discussion meetings on a given HSQE topic, Health-Safety awareness-raising communications, HSE alerts or HSQE news flashes).
- **Managed risks**, with an accident rate that is going up slightly for Antea France (1 additional workplace accident with work stoppage compared to 2022), and significantly down for IRH Ingénieur Conseil (7 accidents less with work stoppage). The severity rates are clearly down, and remain below known rates for the profession. Antea France's frequency rate (7.98) is higher than that of IRH Ingénieur Conseil (6.87) due to the number of accidents with work stoppage which is 3 times higher at Antea France (9 versus 3). The teams remain mobilized to reduce the risks of accidents as much as possible.

* Union of Site Decontamination Professionals

		2022	2023
Antea France	Frequency rate	4.61	7.98
	Severity rate	0.06	0.07
IRH Ingénieur Conseil	Frequency rate	22.05	6.87
	Severity rate	0.20	0.09

Frequency rate: number of accidents with work stoppage of more than one day, per million working hours
Severity rate: number of days compensated for, for 1,000 hours worked

IRH Ingénieur Conseil is also MASE-certified

In accordance with the objectives of our WeAct company project, a MASE certification process for all the activities of our subsidiary IRH Ingénieur Conseil has been initiated. The target objective was ambitious: to bring IRH Ingénieur Conseil up to the same HSE level as that of Antea France.

7 months after Antea France's MASE certification nationally, IRH Ingénieur Conseil obtained **its first MASE certification** for the Water and Measurements activities, valid **for a period of 3 years** (MASE certificate valid until July 5, 2026). This first time certification rewards the ongoing commitment of teams and management.

Our MASE certification project has **united** us around a **shared Health, Safety, and Environment culture**, by:

- reinforcing the HSE culture within teams;
- adopting the same language in terms of Health, Safety and the Environment;
- providing regularity in our HSE procedures with the application of good HSE practices;
- identifying axes for progress with regard to our own

- requirements and those of the MASE standard;
- defining actions to be implemented to progress (continuous improvement);
- ensuring the safety of our services in the field;
- promoting respect for human and environmental values.



Adaptation and intensification of HSQE events

2023 made it possible to pursue the deployment of our "part.AG" e-learning platform for HSQE discussions and events, through awareness-raising and talks. In particular, two Safety topics that are relevant to four business lines were developed:

- a national talk on **"Road risks"** organized over seven weeks and bringing together **722 employees**;
- a national quiz on **"Heatstroke"**, over a week, with **209 employees**.

E-learning is also implemented for the **Safety welcoming** for all new recruits (permanent contracts, fixed-term

contracts, internships, work-study contracts, etc.). It assesses the HSE culture of new employees using an interactive questionnaire and guarantees the proper implementation of the Safety welcoming in the week following the arrival of the new recruit.

In 2024, this e-learning format will be used for enhanced training, with the creation of various modules related to the activities of our business lines (for example, modules to explain in detail HSE guidelines and procedures, or videos devoted to the specific Personal Protective Equipment (PPE), etc.).

HSE training on the rise



In order to better identify dangerous situations in the context of our projects in the field (or even in the office), a larger number of employees were trained as workplace first-aiders in 2023. This encourages them, on the one hand, to participate more in the implementation of prevention actions and, on the other hand, to pass on more easily the HSE information within their team. Finally, 137 volunteers underwent awareness raising sessions on the dangers of fire and the use of safety resources (handling of a fire extinguisher, triggering the fire alarm, etc.).

	Number of learners	Hours
Initial first aider training	42	672
First aider retraining	92	736
Fire training	137	274

New Health, Safety and Environment guidelines

Our HSQE management system was strengthened throughout 2023 thanks to the development of new HSE guidelines and procedures, in particular for:

- **managing the risks related to a sensitive human environment:** this new HSE guideline was established on the basis of HSE reports of dangerous situations linked to external violence (verbal aggression or questionable behavior);
- **noise**, in order to raise awareness of teams on the effects of noise on health, which can lead to auditory fatigue (reversible phenomenon), or even deafness (irreversible phenomenon). The preventive means to protect oneself from noise are presented in this new HSE guideline, as well as the recommendations relating to the choice, maintenance, storage and monitoring of PICBs (Personal Hearing Protection Devices);
- **work in cold and hot temperatures** which has given rise to the establishment of two new HSE guidelines, following HSE reports on dangerous situations in a context of work in very hot temperatures;

- **managing the asbestos risk** with an in-depth update in autumn 2023, following discussions within a dedicated working group. The guideline now includes two detailed flow charts, the first making it possible to identify the case in which the operation to be carried out is found and the second indicating what to do if asbestos is discovered by chance;
- **wearing PPE under ionizing radiation** which exclusively concerns category B personnel. This new guideline is applicable in the absence of guidelines specific to the Nuclear Operator (or User Company) where Antea Group may intervene.

Finally, a new **"Radioprotection Management System (RMS)"** HSE procedure has been drafted to meet the regulatory and standards requirements (CEFRI in particular), as well as the requirements of our clients. This document describes the organization implemented within Antea Group to ensure the proper functioning of the RMS and demonstrate the ability of our company to carry out works exposed to ionizing radiation.

3



Find the description of the SDGs on pages 58/59



Principle 7

Apply a precautionary approach to environmental issues

Principle 8

Take initiatives to promote greater environmental responsibility

Our environmental commitments are led by all the women and men working within Antea Group. We are therefore motivated and driven to work every day to improve our performance in this area.

Antea Group Bilan Carbone® (carbon footprint)	31
The GHG emissions avoided since 2020	32
Responsible purchasing	38
Commitment to a sustainable and virtuous future	39

Our environmental commitments in the operation of the company



In 2023, the overall involvement of employees and the investments made in our offices made it possible to avoid a significant volume of GHG emissions. Our energy consumption in 2023 decreased by 18% compared to 2019.

3.1 Antea Group Bilan Carbone® (carbon footprint)

Aware of the need to reduce its carbon footprint to tackle climate change, Management has included in Antea Group's corporate project the objective of reducing greenhouse gas (GHG) emissions both in its engineering projects and in its daily practices.



The business of Antea Group is resolutely focused on the respect and protection of the environment, on decontamination, and on the sustainable use of natural resources. We therefore wanted to go beyond our regulatory obligation of carrying out a Greenhouse Gas Emissions Assessment (BEGES). In 2020, we carried out a carbon footprint assessment (Bilan Carbone®) using 2019 as the benchmark year. This more comprehensive approach to accounting for and reducing greenhouse gas emissions takes into account both so-called "direct" and "indirect" emissions (scopes* 1, 2, and 3).

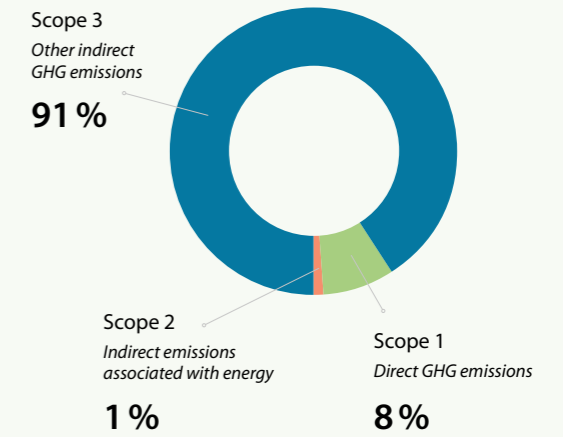
Annual CO₂ emission reduction targets have been calculated. To achieve them over 4 years (2020-2023), an action plan has been drawn up. Its implementation allows us to gradually reduce our CO₂ emissions each year in order to reach the targets set.



Overall result of our 2019
Bilan Carbone® (carbon footprint)

12,054
tons of CO₂ equivalent

Distribution of
emission by scope



* The scopes refer to the scopes within which the company's GHG emissions are studied. This makes it possible to identify the sources of the generated pollution, and thus to act to reduce them. Scope 1 is the most restricted: emissions related to fuels consumed by vehicles. Scope 2 covers emissions related to electricity consumption. Scope 3 is the broadest: emissions related to waste, business travel and commuting, etc. 91% of our GHG emissions correspond to scope 3, of which 2/3 are related to the 'Purchases of Products or Services' item.

By monitoring certain indicators described in the following pages, we can assess the progress of our action plan as well as the results. The actions are classified by major themes:

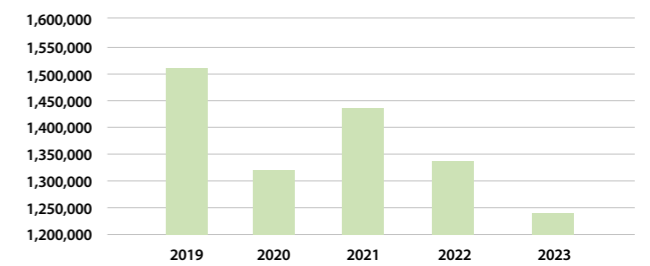
- energy,
- travel,
- waste,
- inputs & fixed assets (suppliers, IT stock)

Our targets for reducing CO₂ emissions for each of these themes have been calculated on the basis of consumption specific to each item in the operation of the company.

At the time we were publishing this new report, the inventory of our 2023 Bilan Carbone® is in the process of being finalized. The results of our GHG emissions avoided in 2023 compared to 2019 are therefore not known yet. They will help adjust our objectives and our action plan for the period 2024-2028.



Annual electricity consumption (in kWh)

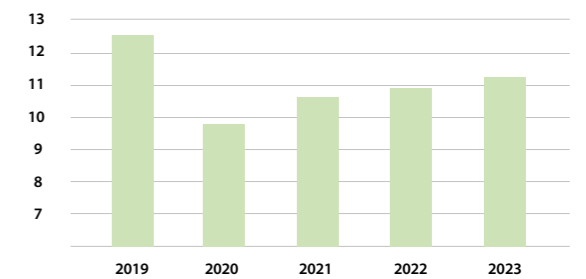


Lowering our consumption of fuel and electricity in 2020 and 2021 compared to 2019 was strongly related to the health crisis context.

In 2022, the overall involvement of employees, the development of remote working, and the investments made in our offices also made it possible to avoid a significant volume of GHG emissions. Our energy consumption in 2023 decreased by 18% compared to 2019, and reached a level below that of 2020.

These results were possible thanks to the eco-gestures of most employees and the energy-saving works carried out.

Business travel by car (in millions of km)



Examples of significant results in 2023 in Antea Group offices:

	Colombelles	Ploemeur
Investments made	Change in the heating system at the end of 2022	Replacement of radiators by more energy-efficient convectors
Reduction of electricity consumption in 2023 vs 2022	- 38 %	Installation of new convectors in December 2023 => reduction by more than a third of the consumption for January, February, and March 2024

3.2 GHG emissions avoided since 2020

Energy

The 'Energy' item ranks second in our Bilan Carbone® after inputs and fixed assets. It includes fuel consumption for business trips by car and electricity consumption. Our territorial coverage (30 offices) and the size of our car fleet explain the company's carbon impact for this item, mainly related to travels to and from project sites and between our offices.

Our action plan emphasizes improvements in terms of conduct (eco-gestures, responsible digital awareness, eco-driving, etc.) and investment: more economical and durable equipment, such as replacing current lighting in offices with modern technology LED bulbs, development of a hybrid car fleet, use of high-performance tires, etc.



Energy

Annual reduction target

316 tons of CO₂ equivalent

GHG emissions avoided compared to 2019

2020 **423** tons of CO₂ equivalent

2021 **212** tons of CO₂ equivalent

2022 **191** tons of CO₂ equivalent

2023 Bilan Carbone® in the process of being finalized.

Travel

Travel represents our third largest source of emissions. This includes emissions from business travel by train and plane, as well as commuting by car. In this area, progress is sought to move towards more eco-responsible modes of transport (promotion of cycling, encouraging carpooling, encouraging the use of trains and public transport).

Our CO₂ emission reduction related to travel greatly exceeds the target set each year.



Travel

Annual reduction target

75 tons of CO₂ equivalent

GHG emissions avoided compared to 2019

2020 **257** tons of CO₂ equivalent

2021 **112** tons of CO₂ equivalent

2022 **161** tons of CO₂ equivalent

2023 Bilan Carbone® in the process of being finalized.

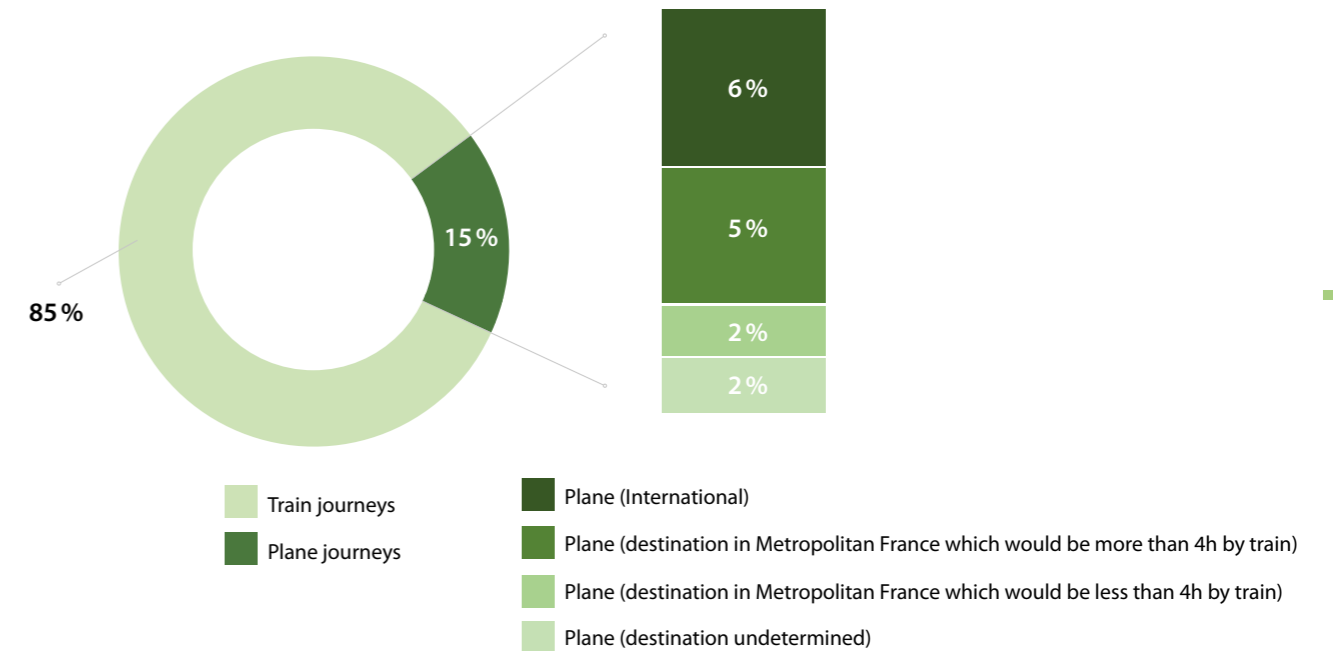
Remote working, which has been widely developed since the start of the health crisis, has had an obvious impact on reducing commuting. Many of our employees have become accustomed to this new way of working and have adopted it by signing a Remote Working Amendment to their employment contract (see page 22).

Regarding business travel by train and plane, 2020 and 2021 were also marked by the pandemic and travel restrictions, which led to a drop in journeys of all types. Although air travel increased in 2022 compared to 2021, it remained lower than in 2019.

Replacing, as far as possible, plane by train in our business trips is one of the targets of our action plan. The actions implemented have already been perceptible in 2022 and were confirmed in 2023: the proportion of train journeys compared to the total train and plane journeys has increased from 72% in 2022 to 85% in 2023.

Business travel by plane, which could be replaced by train when the train journey time is less than 4 hours, represents 2% of all journeys observed.

Proportion of number of journeys related to our travel by train and plane in 2023



	2019	2020	2021	2022	2023
Emissions related to train journeys (in tons of CO ₂ equivalent)	10	2	2	3	<i>2023 Bilan Carbone® in the process of being finalized.</i>
Emissions related to plane journeys (in tons of CO ₂ equivalent)	265	21	162	242	



Waste

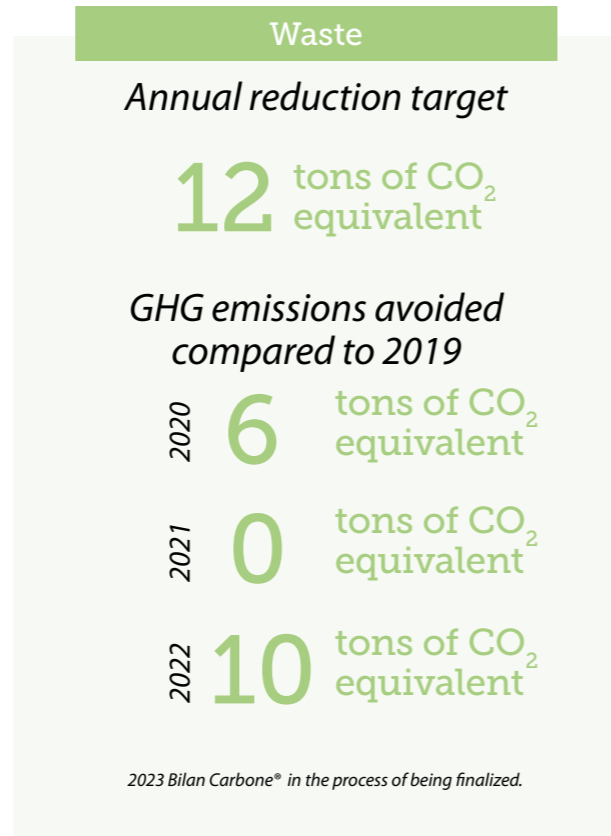
Waste represents less than 1% of our carbon footprint. It is produced by our tertiary activities in our offices and during our on-site services which require the use of specific equipment.

As an engineering firm specialized in environmental services, we must adopt exemplary conduct in the management of our waste. This is why our action plan targets improvements of our sorting and recycling habits.



Numerous actions undertaken since 2020 have helped achieve a level of CO₂ emission reduction close to the target set:

- 01 Optimization of the sorting system in our offices (regulatory 5-stream sorting scheme in all of our offices).
- 02 Recycling of Waste Electrical and Electronic Equipment (WEEE) and all of our PPE (masks, protective nets, gloves, helmets, etc.) via a service provider.



A framework agreement was signed in November 2021 in order to effectively ensure the regulatory 5-stream sorting scheme in all of our offices. We have gone beyond this regulatory obligation: by deciding to also recycle all of our PPE via a specialized service provider, we have introduced a 6-stream sorting scheme.

Attention is paid to our ability to sort as many waste streams as possible so that they are recycled or at least recovered.



* As of the date of publication of this report, these figures are estimates only and are likely to change.

Inputs and fixed assets

The item 'Purchases of products or services' is the most significant for the company's overall carbon profile.

A third of it consists of our purchases of varied services such as intellectual services, training, and printing.

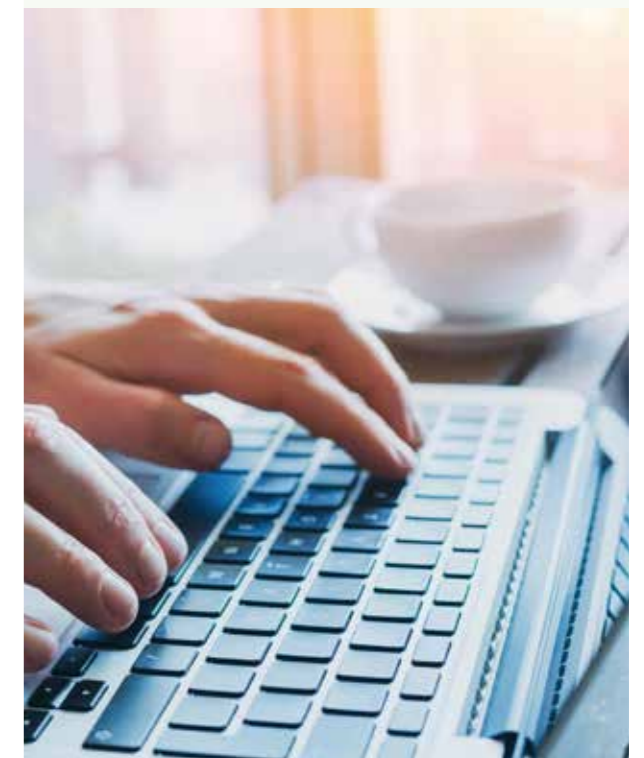
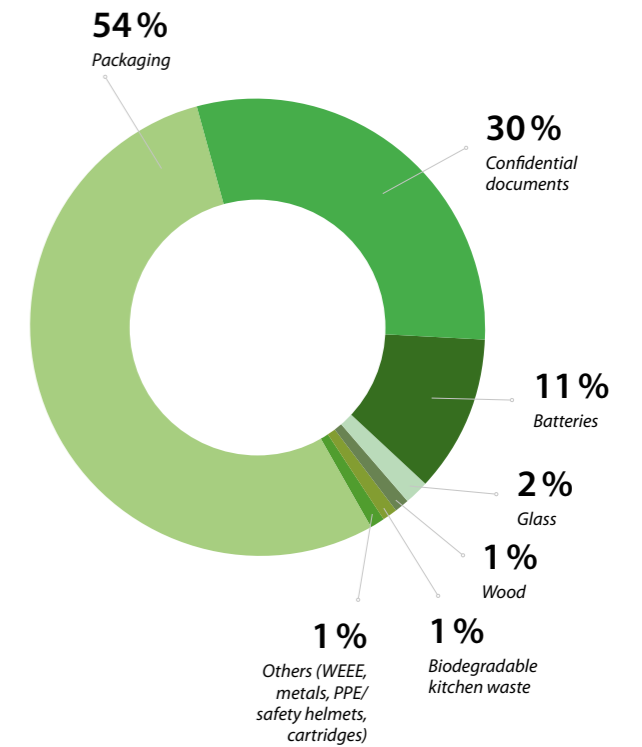
Another third corresponds to the 'Construction' category. This result should be put into perspective. Indeed, the 'Construction' emissions factor chosen from the ADEME's (French Agency for Ecological Transition) Carbon Base is that closest to hydrogeological and geophysical works as well as drilling/surveying components for which we call upon external service providers. This factor generally concerns more "construction and public works" type of constructions. But it remains the most relevant with regard to other emission factors proposed by ADEME.

These last two years have therefore been devoted to questioning our suppliers and service providers about their carbon impact in the context of drilling/surveying operations in order to calculate a monetary ratio commensurate with our business. The 2023 Bilan Carbone® will include this new element in the calculation of the impact of the "Construction" category on our GHG emissions. Given the first results, it appears that this has made it possible to reduce the impact of the accounts in question by more than 500 tons of CO₂ equivalent.

Concerning fixed assets, work has been carried out to extend the amortization period of computers.

So the latter have gone from a period of 3 to 5 years.

Waste sorted in 2023*



3.3

Responsible purchasing



An innovative approach

2023 was marked by the interdisciplinary project called "PEOPLE – PLANET – PROFIT" of the IÉSEG, school of management in Lille and Paris-La-Défense.

For the first time, Antea Group engaged with second-year students from the IÉSEG Grande Ecole Program in collaborative work on an ESG issue.

6 groups of 6 to 8 students worked for 4 months to provide decision-making keys to devise the Antea Group's responsible purchasing process.

Out of the 6 projects presented, two got our attention. The groups in question presented their project to our Managing Director.

And what's next?

During 2024, the proposals stemming from the two selected projects will be used to feed into our Bilan Carbone® action plan to make it more effective.

Indeed, although Antea Group has already committed to the three constitutive dimensions of sustainable consumption, namely 'Dispose better', 'Consume better' and 'Buy better', a general responsible purchasing process will make our practices more consistent.



Responsible reuse to put an end to single-use events

During the 2023 Pollutec trade show organized in Lyon, one of our objectives was to minimize the environmental impact of our participation. We wanted the materials from our stand to be reused in a circular economy approach.

We have worked effectively in this direction with the company MUTO which offers a turnkey service dedicated to the reuse of event facilities. Its principle is the recovery of all materials to donate them to a network of stakeholders engaged in the social and solidarity economy.

Its teams were present before the event and during the dismantling of our stand to dispose of, sort and repackage the materials smartly.

Several local stakeholders (associations, artists), with sustainable reuse solutions, benefited from the donation of materials: Tizu, Les Ruchers d'Adam, Roannais Foot 42, and Pandata.

This environmental sobriety approach made it possible to give a second life to 95% of the reusable materials after disposing of our stand. Therefore, emissions of more than 2 tons of CO₂ equivalent were avoided, i.e., 6 round trips from Paris to Madrid by plane.



3.4

Commitment to a sustainable and virtuous future

"Antea Group Climate Conferences"

In 2023, we continued our conference cycle initiated in 2022 to contribute to knowledge sharing about climate change.

More than 2,600 people took part in these events led by speakers of national or international repute.

Our conferences in 2022

In February in Paris, **Jean Jouzel**, paleo-climatologist, former vice-chair of the Scientific Working Group of the IPCC, presented the current state of global warming and its impacts.

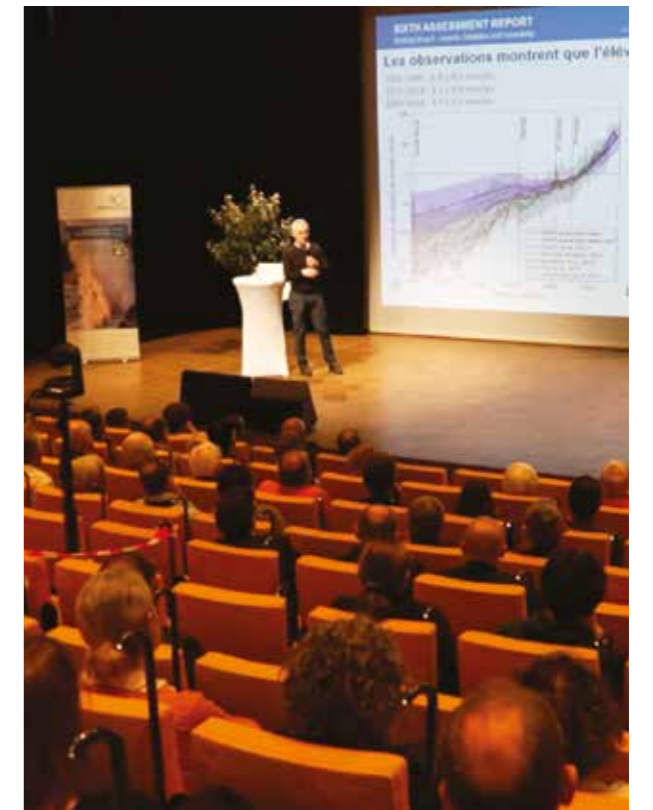
In June, **Laurent Bopp**, oceanographer and climatologist, member of the IPCC, explained the consequences of climate change on the water cycle and the oceans.

In November at the Musée des Confluences in Lyon, **Florence Habets**, hydro-climatologist at the CNRS, focused on the impacts of climate change on water resources.

2 new conferences in 2023

In April in Orléans, **Gonéri Le Cozannet**, researcher at BRGM and co-author of part II of the 6th IPCC report, spoke about coastal risks and the adaptation solutions for our coastlines.

In June in Bordeaux, **Alain Dupuy**, professor of hydrogeology and director of ENSEGID – Bordeaux INP School of Engineering, as well as **Xavier Humbel**, Water technical director of Antea Group France, presented an overview of the uses of water resources, the situations of shortage linked to climate change, and the solutions to tackle water scarcity.





Support to environmental associations

In 2023, we provided financial support to two selected environmental associations following a vote in which all Antea Group employees took part.



Coeur de Forêt

The association has been taking action for more than 15 years to address the challenges of preserving forests that are subject to the intensification of their exploitation and to climate change. It meets the needs of many forest owners who are often helpless faced with the need to preserve this renewable resource. It develops projects to restore forest ecosystems, provide owners with the keys to sustainable forest management, and promote the work of local producers.

<https://www.coeurdeforet.com>



The SeaCleaners

The association works to preserve the oceans and marine ecosystems by fighting against plastic pollution, at sea and on land, through corrective and preventive missions.

It offers innovative solutions for the collection and recovery of plastic waste, thus encouraging circular economy dynamics.

It develops scientific knowledge on the sources and impacts of plastic pollution, and carries out public education and mobilization actions.

<https://theseacleaners.org/fr/accueil/>

4



Principle 9

Promote the development and dissemination of environmentally friendly technologies

Contributions of our activities to the Sustainable Development Goals (SDGs)

Our reaffirmed desire to improve the company's environmental performance is also expressed daily in the environmental management of our projects for better consideration of the SDGs. Continuous improvement of our environmental engineering meets the needs of our clients, their ambition to control the environmental footprint of their projects, in a national or international context that is increasingly demanding in terms of sustainable development.

Water sector	46
Environment sector	48
Infrastructure sector	50
Measurement and environmental data management sectors	52
Our international and overseas activities	54
Research & Development - Innovation	56

Engineering expertise to tackle the challenges of climate change and environmental preservation

Faithful to our commitment towards the **5 Sustainable Development Goals** for which we are especially mobilizing our efforts, we support our clients, both private companies and local authorities, in taking into account their environmental challenges, in France and around the world.



Antea Group's expertise is divided into four major business lines: water, environment, infrastructure, measurement and environmental data management. The following pages illustrate, with examples of projects, some of the many activities included in these areas.

Beyond the expertise specific to each business line, the **multi-business-line cross-disciplinary approach** of our teams makes it possible to tackle major challenges such as climate change, energy transition, or pollution and risk management.

The multiple technical skills and know-how of our engineers are provided to our clients to assess and, if necessary, increase their contribution to the six **environmental objectives defined by the European green taxonomy***

- Mitigation of climate change,
- Adaptation to climate change,
- Sustainable use and protection of water and marine resources,
- Transition to a circular economy,
- Pollution prevention and control,
- Protection and restoration of biodiversity and ecosystems.

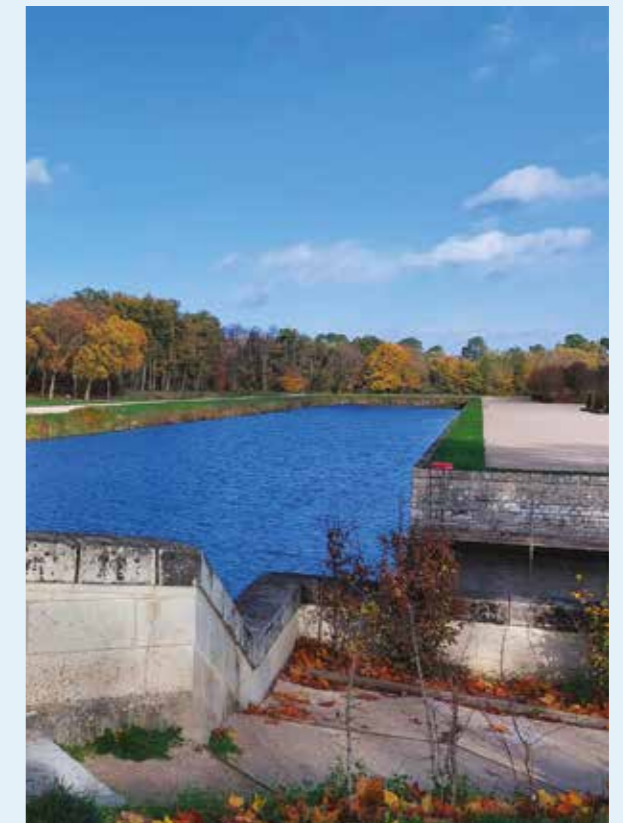
* The EU green taxonomy is a system for classifying economic activities which helps identify those that are environmentally sustainable, i.e., do not worsen climate change. A genuine "environmental compass" of the EU, the taxonomy was launched by the European Commission in 2018 to guide and mobilize private investments to achieve climate neutrality by 2050 (source: https://france.representation.ec.europa.eu/informations/taxonomie-verte-mode-demploi-2022-01-13_fr)



Sponsorship of multidisciplinary skills for the Domaine national de Chambord

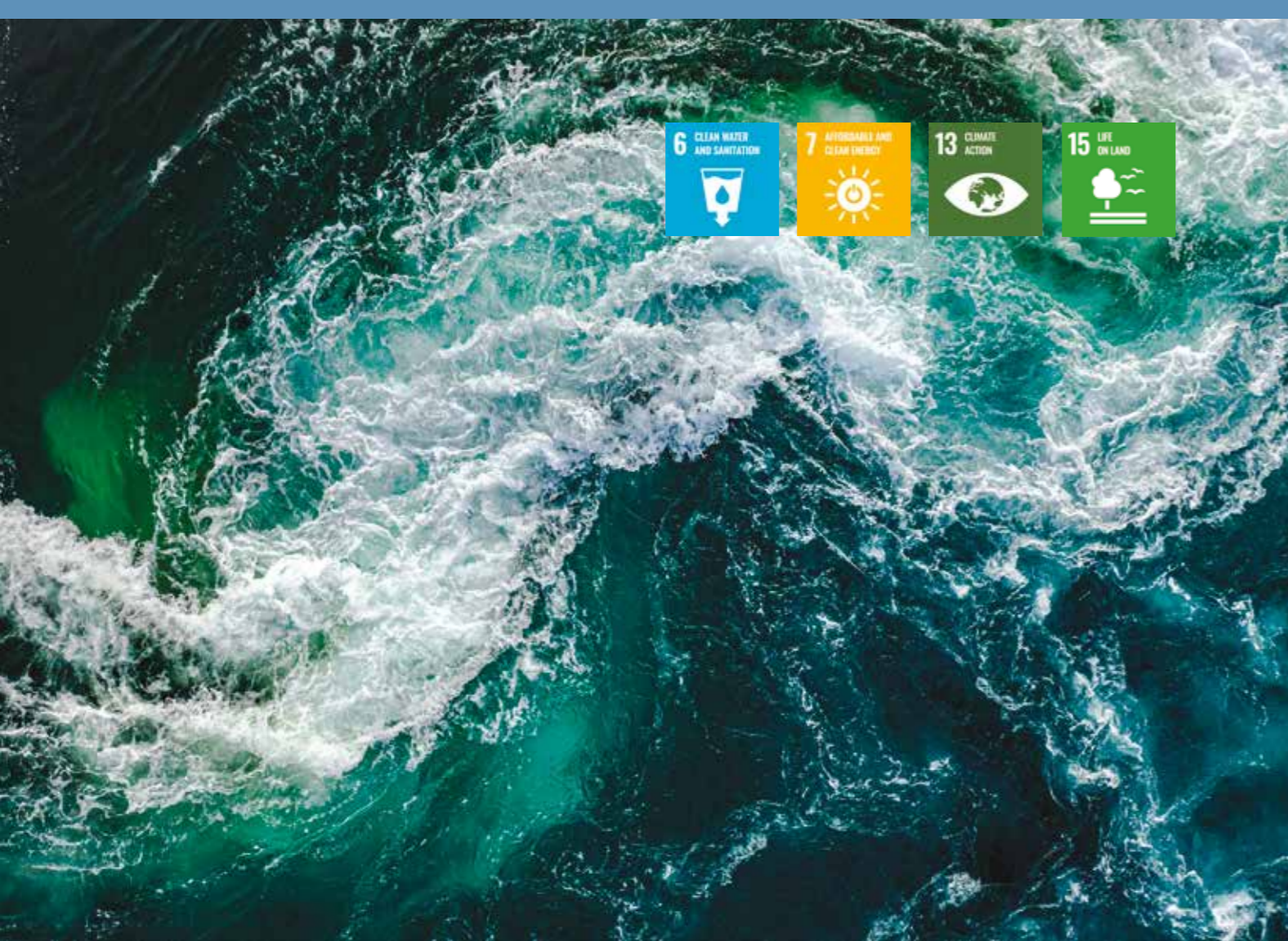

Over the past ten years, the Domaine national de Chambord has undertaken numerous restoration projects of the chateau and the park, with the support of sponsors. Antea Group is part of this innovative approach, as it mobilizes a rotating team for 300 days over 3 years to carry out 4 large-scale projects requiring multidisciplinary expertise:

- feasibility study to set up a geothermal energy system,
- study and project management for the restoration of the ecological continuity of the Cosson river and more generally the study of the hydraulic management of water on the estate,
- diagnosis and implementation of heritage management plan for the structures and bridges located over the 5,440 hectares of the Estate,
- study of the waste collection system.




This project illustrates both our ability to meet the multidisciplinary needs of various clients as well as our environmental commitment.


Through this sponsorship, Antea Group is very proud to contribute to the preservation of emblematic French heritage and the reduction of its carbon footprint.

245
geothermal energy
projects initiated in 2023



282
sanitation-related projects
initiated in 2023



114
hydraulic infrastructure
and aquatic environment
projects initiated in 2023

Examples of 2023 projects



Study of volumes of water that can be mobilized in the Artois-Picardie basin

The Artois-Picardie Water Agency ensures the local translation of the French national water policy for the entire Artois-Picardie hydrographic basin covered by 15 water and aquatic systems (SAGE).

After an initial study to identify and prioritize areas experiencing short- and medium-term quantitative stress with respect to the basin, a study aimed at providing an initial estimate of the volumes that can be mobilized was undertaken in each of the 26 drought alert zones of the basin.

Antea Group experts are carrying out this study: from the analysis of local hydrological data (volumes withdrawn, groundwater recharge, etc.) to an estimate of the volumes that can be mobilized and elaboration of model for monitoring and updating these volumes.

Antea Group thus actively contributes to better management of water resources in the region, in order to preserve them and distribute the withdrawals according to the different uses and considering the availability and the recharge of aquifers.



Modernization of the Maera wastewater treatment plant in Montpellier

The Montpellier Méditerranée Métropole Water Authority has undertaken one of the largest wastewater treatment plant restructurings in France. The project is part of an exemplary environmental quality approach, advocating sobriety, limiting its carbon footprint and preserving resources.

The new biofiltration wastewater treatment unit, with a capacity increased to 695,000 population equivalent, will meet the needs of the region by 2040. This unit favors virtuous solutions and will become a model of ecological transition and an energy-positive plant: reuse of treated wastewater, recovery of energy from wastewater and sludge, production of biogas, etc.

IRH Ingénieur Conseil is assistant to the contracting authority for the entire project: study phase, preparation of tender documents, analysis of bids, and works supervision.

Engineering and consulting services for the sustainable management of water resources

Our integrated approach, from the major cycle to the technical water cycle, tackles the major challenges of climate change, energy transition, and pollution and risk management.

Faced with increasingly frequent water stress situations, we support local authorities, industries, and institutions throughout their projects to protect and develop water resources. Our experts in hydrogeology, hydraulics and water treatment work together with our geomatics specialists and data scientists to develop adapted and innovative solutions in various fields. This includes Integrated Water Resources Management (IWRM) to improve planning tools in France and internationally. For example, 'Hydrology - Environment - Use - Climate' studies (HMUC in French) or prospective studies assess the impact of human activities and climate change on water resources and determine the most effective strategies in a given territory for the coming decades.

Water is also a source of renewable energy. Antea Group is

involved in all water energy recovery sectors: geothermal energy, recovery of calories from wastewater, production of biogas from sewage sludge methanation, micro-turbining of water flows, etc.

Our proven expertise in drinking water and sanitation infrastructure makes it possible to increase their performance and resilience, guarantee compliance with regulations, and renew them in certain cases. We help to meet the challenges of saving resources, in particular by searching for leaks and controlling pollution.

The Antea Group teams also take part in hydraulic works - dikes, dams, banks - to control flood risks as well as the renaturation of aquatic environments and the restoration of the ecological continuity of waterways.

Finally, given increased restrictions, industries request our engineering expertise for the treatment and management of industrial water, thus controlling their resources, their processes and their discharges.





300
 permitting projects
 in 2023



2 030
 environmental assessments on
 potentially polluted sites in 2023



380
 projects in which we acted as assistant
 to the contractor or as project
 manager for site remediation in 2023

Examples of 2023 projects



Treatment of concentrated lead pollution: a circular economy approach

Prior to ceasing its activity, a manufacturer carried out the required environmental studies which highlighted concentrated lead pollution in the soil. Antea Group produced the management plan and the works design plan, and supervised the remediation works acting as project manager. The choice was made to use a technique favoring environmental sobriety. The solution adopted focused on wet screening treatment and the washing of sandy-gravelly soils. It contributed to saving water resources by working in a closed circuit, reducing the carbon footprint by reducing the off-site evacuation of impacted earth, and reusing materials on site to limit inputs. This technique made it possible to achieve approximately 70% material recovery on site.



Environmental monitoring of the works site to create a loading ramp for Ferries

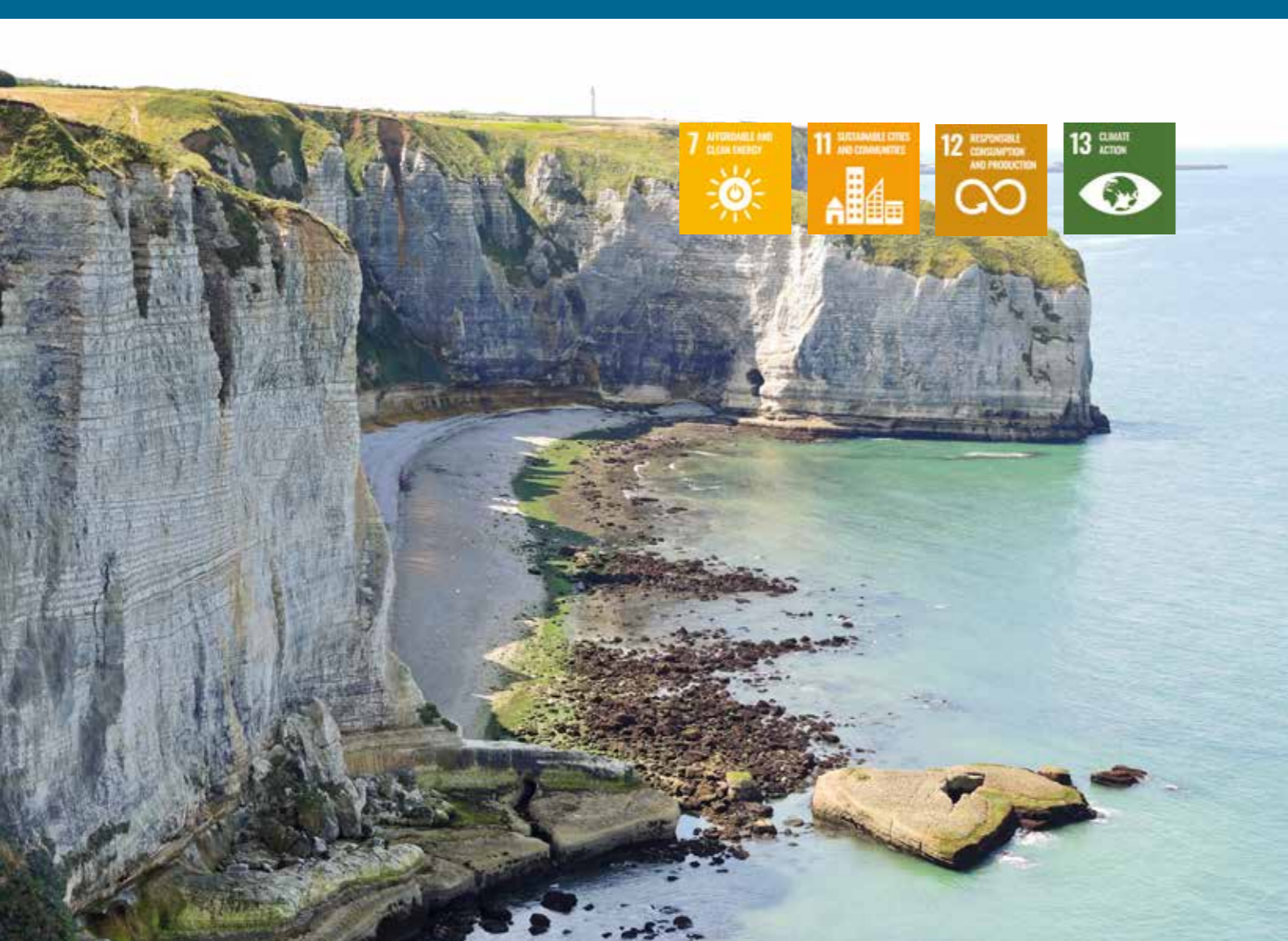
The port of Dunkirk plays an important role in cross-channel traffic. As part of modernizing the Ferry loading ramps, Dunkirk's Grand Port Maritime commissioned the construction of a new loading ramp. Antea Group carried out an atypical environmental monitoring assignment to monitor the impact of the works site on the local marine environment and its mammals living nearby (seals). Sea mammal scarers were installed during the pile driving phases to prevent them from approaching the site area. Likewise, the installation of marine recorders helped monitor the output of noise in the water. Throughout the site work, seawater and sediment samples were taken to analyze the quality of these environments. Continual sound monitoring of the site area was carried out at the same time.

Engineering and consulting services for the environmental performance of projects and risk management

Our planet is facing major environmental challenges: climate change, increasing scarcity of resources, loss of biodiversity, artificialization of the soil, etc. Mastering the best available technologies now seems essential to preserve the environment. Whether industrial sites or real estate assets that are occupied, in the process of reconversion, or abandoned, our environmental experts guide economic stakeholders in their efforts to preserve their environment, and prevent and manage environmental, health or accidental risks. Antea Group engineers carry out all types of environmental and/or regulatory studies: environmental authorizations, impact assessment, risk analyses, regulatory compliance assessment, etc. In a context of land scarcity, the management of soil

remediation and the reconversion of brownfields are major land development challenges in which Antea Group is involved as an engineering firm, acting as assistant to the contractor or as project manager. The identification of PFAS, or per- and polyfluoroalkyl compounds described as «eternal» pollutants, is part of this soil remediation approach, or of broader projects for assessing the risks of water, air or foodstuffs contamination. Antea Group creates and implements effective Hygiene, Health, Safety and Environment programs, which aim to reduce risks, particularly in terms of work accidents and environmental issues, but also to promote wellbeing at work.





305,000
tons (30 times the Eiffel Tower)
of materials recycled throughout
our projects in 2023*



1,550 MW
cumulative power of wind
and photovoltaic projects studied
by Antea Group in 2023

* Mainly recycled crushed concrete

Example of 2023 project



Reconversion of an industrial site for the future Saint-Ouen Grand Paris-Nord hospital

Greater Paris University Hospitals (AP-HP in French) is leading the project for the construction of the future hospital on the university hospital campus in Saint-Ouen.

Antea Group was involved in the decommissioning of buildings and foundations as well as the decontamination of the former automobile parts production site. This project, in a dense urban environment, is unique and exemplary due to the means implemented for the environmental management of waste and the reduction of nuisances. The circular economy approach was favored, with the reuse of technical equipment, bricks, tiles and various finishing elements, as well as the reuse of 8,000 tons of concrete for the construction site. To limit road transport as much as possible, the railway line formerly used by the factory was put back into service. In the end, 78% of the waste was evacuated by river and rail to reduce the site's carbon footprint.



Combatting erosion and the risk of coastal submersion in Lacanau

The Médoc Atlantique Community of Municipalities (CCMA) adopted a strategy to preserve the coastline whose erosion is accelerating with the effects of climate change, making the seaside resort of Lacanau more vulnerable, particularly during storms. Antea Group was selected to supervise the project management of the second phase of the works to bring the riprap structure up to standard. As a result, from 2023 Antea Group has mobilized its geotechnical expertise in natural risks and coastal development works in order to successfully complete this phase of the project.

As part of this project, Antea Group also supervised reprofiling and dune revegetation works on part of the municipality's urban dunes. These dune management works aim to limit their migration inland and to strengthen their stability vis-à-vis stormy winter weather.



Engineering and management of infrastructure projects

Our areas of expertise are varied and complementary and include designing, planning, constructing, maintaining, monitoring, decommissioning, managing and recovering materials or waste.

Our historical know-how in geotechnical engineering is used for the development of wind farms and photovoltaic farms, for example on former waste storage sites to avoid the use of new agricultural or natural areas.

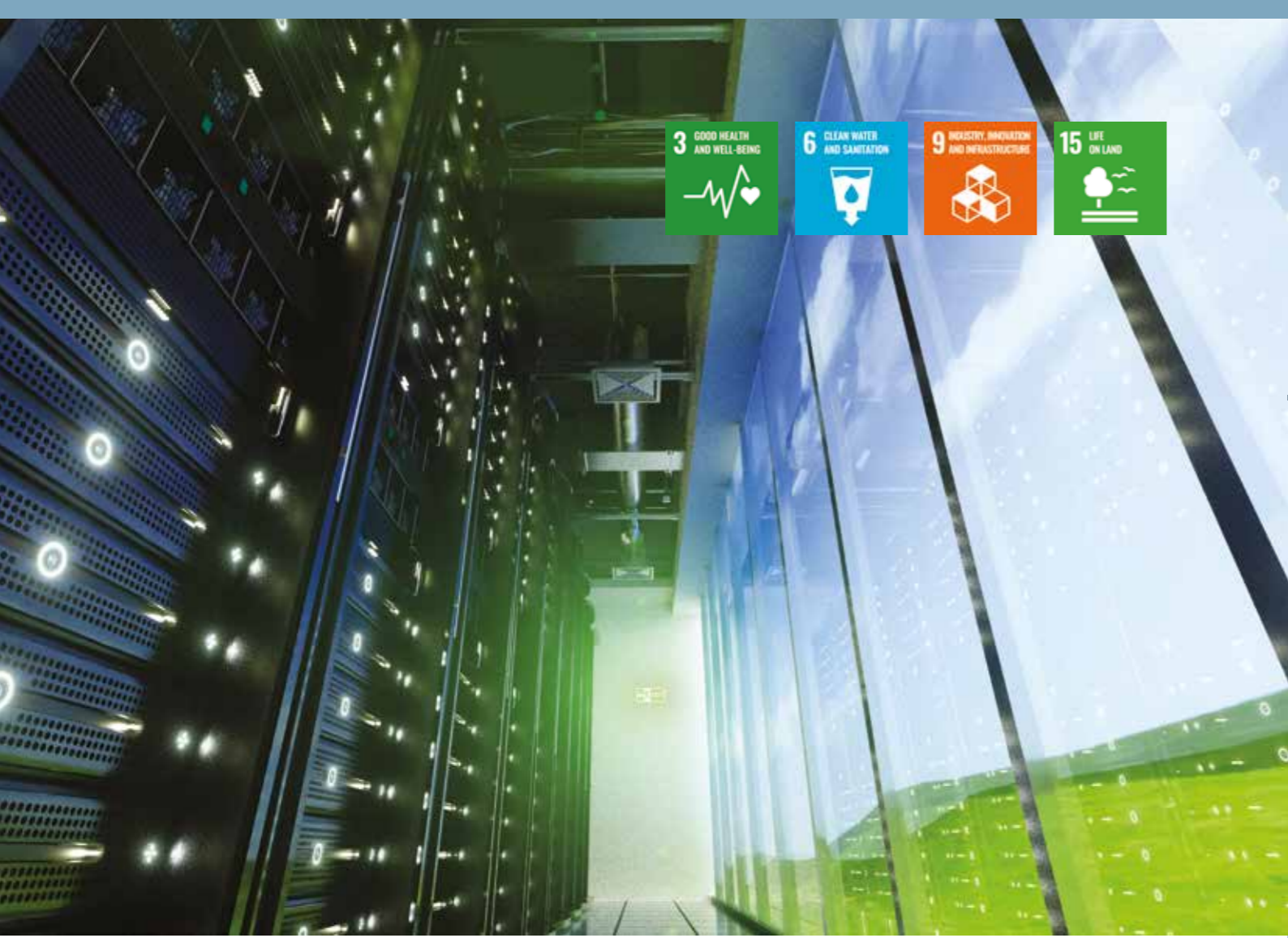
Our expertise in civil engineering is put to use for the maintenance of heritage facilities and sites in France, the extension of their operating life, and the development of infrastructures for soft mobility such as bridges for bicycles, greenways, etc.

In a context of climate change, the frequency and intensity of natural risks are accentuated. To make sure people and

sites are safe, our geologists and geotechnical engineers carry out studies on the potential risks on high-stake sites and provide project management services for all types of hazards: falling boulders, landslides, subsidence of underground cavities, erosion of banks and coastlines, floods, etc.

In building decommissioning projects, we are developing the circular economy for twofold environmental added value: the preservation of natural resources and the reduction of waste volumes.

In addition, our management of asbestos and lead risks on sites addresses a major public health issue. With regard to waste, we are involved in the entire waste management cycle: from collection to its recovery.



2,392
Water and air
measurement
projects in 2023



59%
of the national territory
covered by our data
management tools in 2023

Measurement and environmental data management

Our teams at IRH Ingénieur Conseil develop water, air, noise and odor measurement and control techniques to meet the challenges of protecting the health and the environment.

In the field of water, they can characterize all types of water, define the state of the natural environment, evaluate the performance of treatments, and help maintain their regulatory compliance.

Air quality is also an important aspect for public health. Our engineers and technicians carry out measurements in the ambient air, on atmospheric emissions, and on operators to assess occupational exposure. Our air engineering division provides comprehensive services for monitoring and improving urban air quality, indoor air, site and works monitoring, odor management, studies and ventilation/air treatment works.

The amount of data related to the environment, water, air, and other related components such as production parameters, is becoming massive and can be difficult to manage for manufacturers, local authorities, and other institutions. They must not only store this environmental data securely, but also be able to use it to leverage it for action or in support of decision-making.

For this, Antea Group deploys many services, software, web platforms, digital tools, and tailor-made solutions to facilitate the management of environmental data, the management of geographical data, modeling, continuous environmental monitoring, and natural resources management and prediction.



Example of 2023 project



Anticipating the impacts of climate change on water resources

Classified as zones lacking sufficient water, the Ouche, Tille, and Vouge basins in the Dijon region have had to cope with severe episodes of drought and heatwaves in recent years. It is becoming imperative to adapt to the impacts of this climate change on the availability of water resources, the degradation of aquatic environments, the increase in risks, etc.

The *Syndicat du bassin de l'Ouche* is leading on behalf the 3 basin unions a forward-looking approach aimed at producing an adaptation strategy for 2050 as well as operational plans for water resource management. Based on a diagnosis of water resources, Antea Group produced prospective scenarios and drew up the overall strategy which would be rolled out for each basin. Consultation with local stakeholders was done through various contribution groups.

Focus



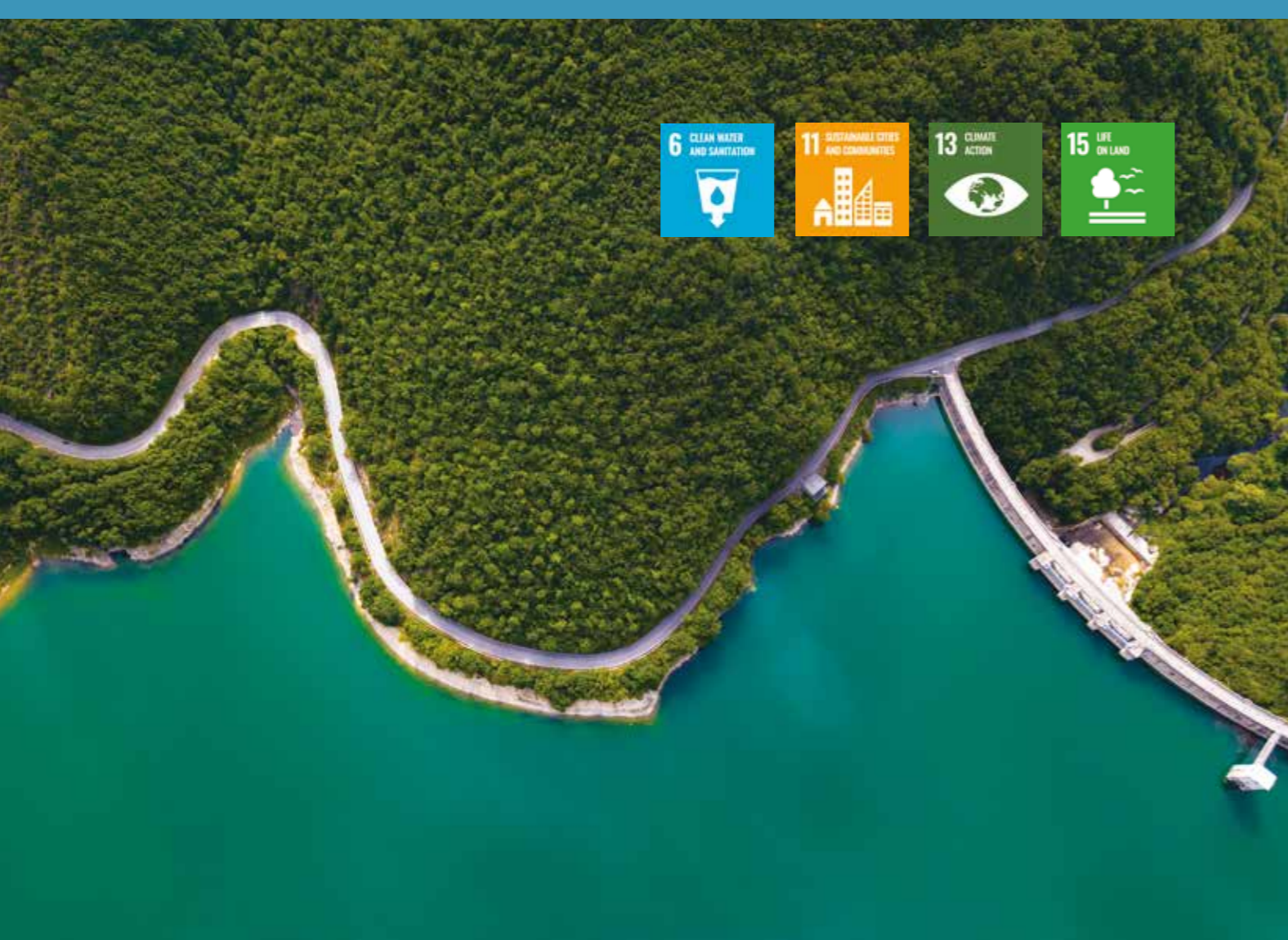
Nearly 300 PFAS* measurement campaigns carried out at ICPE** manufacturers

PFAS, so-called perennial pollutants, are a significant risk for the environment and human health. In France, the regulations have evolved with the ministerial decree of June 20, 2023, relating to the analysis of these substances in aqueous discharges from ICPEs. Operators must draw up a list of PFAS likely to have been discharged by their facilities, identify the discharge points, and carry out three sampling and analysis campaigns.

With real expertise on PFAS, in France and abroad, Antea Group assisted its clients throughout the process, including upstream measurements, and carried out and created inventories using our "DataViz PFAS" tool. Our Measurements Business Unit carried out nearly 300 24-hour assessment-type water sampling campaigns, using a refrigerated sampler controlled by flow, in order to quantify the presence of PFAS.

* Per- and polyfluoroalkyl substances

** Classified Facilities for the Protection of the Environment



Examples of 2023 projects



Our international and overseas activities

54

Antea Group offers services to both public and private clients worldwide.

Dedicated teams work on development projects funded by funding agencies such as the World Bank and the Agence Française de Développement, for better access to essential services for local populations and the development of sustainable infrastructure.

These projects focus on access to drinking water and sanitation, as well as the integrated management of water resources.

For infrastructure projects such as the construction of a power line or a road, it is imperative to identify, avoid, minimize and, as a last resort, compensate for the damage caused to populations and to the environment. To this end, Antea Group carries out environmental and social impact assessment as well as associated studies.

For waste management, we assist local authorities in the design and implementation of waste collection, sorting,

storage, and recovery policies.

We provide our services in compliance with the latest international environmental and social standards in force, namely the IFC (International Finance Cooperation) standards of the World Bank.

In the private sector, our experts provide manufacturers and multinational groups with solutions related to their own ESG, including water (see our CDP and AWS accreditations p. 25), health, safety and the environment.

In 2022, Antea Group's International Division was ISO 9001 certified for its Quality management, recognized as the reference standard worldwide in terms of best practices for continuous improvement of services.

Overseas – French Guiana, the West Indies, Réunion Island, New Caledonia – our fields of activity are similar to those in metropolitan France, while taking into account local constraints or specifics.



Ensuring sustainable access to drinking water and sanitation services in Chad

The SAN (Food and Nutrition Security) Program funded by the 11th EDF (European Development Fund) of the European Union covers five regions of Chad. It provides for the construction of hydraulic, sanitation and hygiene facilities: drinking water supply systems (boreholes, water towers, distribution networks and points), hydraulic production units (boreholes, reservoirs, tap manifold) and boreholes fitted with human-operated pumps. Latrines are also being built in markets and health centers.

Antea Group provides comprehensive delegated project management for the implementation of this program, ranging from carrying out studies (technical, environmental and social impacts) to works acceptance, including operational support and the proposal and drafting of a National Strategy.

This publication was funded by the European Union. Its content is the sole responsibility of Antea Group and does not necessarily reflect the point of view of the European Union.

Construction of waste management facilities in Grand Sud Caraïbe (West Indies)

A new inter-municipal waste disposal center, the largest in Guadeloupe, and the first household waste transfer center on the island, have been built in Baillif.

Supported by the Guadeloupe Region, these facilities have made it possible to develop the rehabilitated land of a former open dump. Antea Group carried out comprehensive project management of the construction works which required technical and administrative compatibility of the site, with in particular the installation of a waterproof cover and the management of biogas.

The transfer center operated by the Grand Sud Caraïbe Conurbation Authority makes it possible to reduce the cost of waste management by grouping together in Baillif the waste flows collected throughout the Grand Sud Caraïbe.

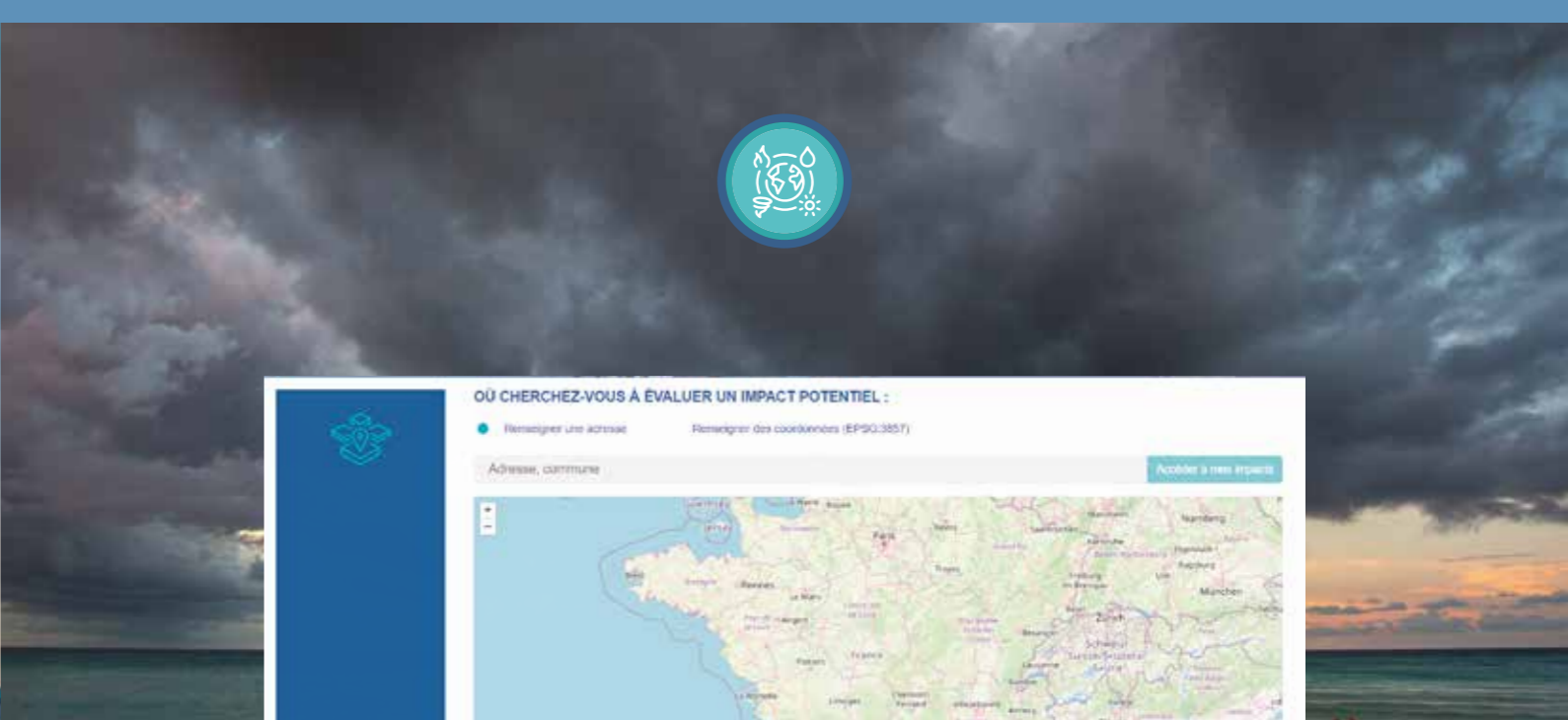
This operation is part of the objective of making Guadeloupe a zero-waste archipelago by 2035.



Research & Development - Innovation

Technical excellence and innovation are deeply embedded in Antea Group's development strategy. The Research & Development-Innovation Department focuses its activities on complex environmental issues, and offers ever more sustainable, optimized, and secure solutions. Particular attention is paid to

projects that affect the entire environmental data value chain, including data acquisition and management, the creation of dedicated information systems, the valorization of data, namely by using innovative predictive models. Opposite is an example of a project carried out by our R&D-I teams in 2023.

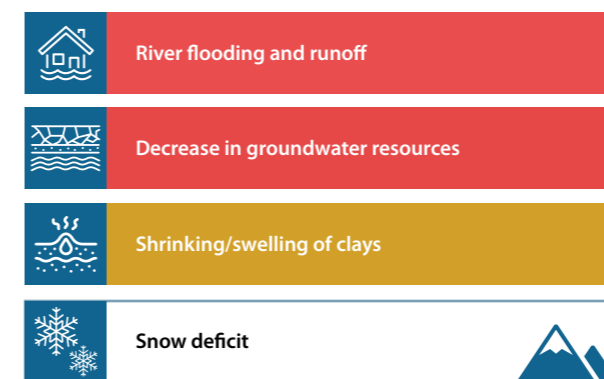


CLIMATEA: a tool for assessing the potential future impacts of climate change on a region

In France, we are increasingly seeing the effects of climate change. Extreme phenomena – droughts, floods, fires, etc. – are affecting our regions and becoming more frequent. For local authorities, industries, infrastructure managers and many other stakeholders, it is becoming essential to grasp the consequences of climate change at a local level.

Multidisciplinary experts from Antea Group have developed **CLIMATEA, a digital tool that can identify the potential future impacts of climate change, at the level of a municipality or a given site.**

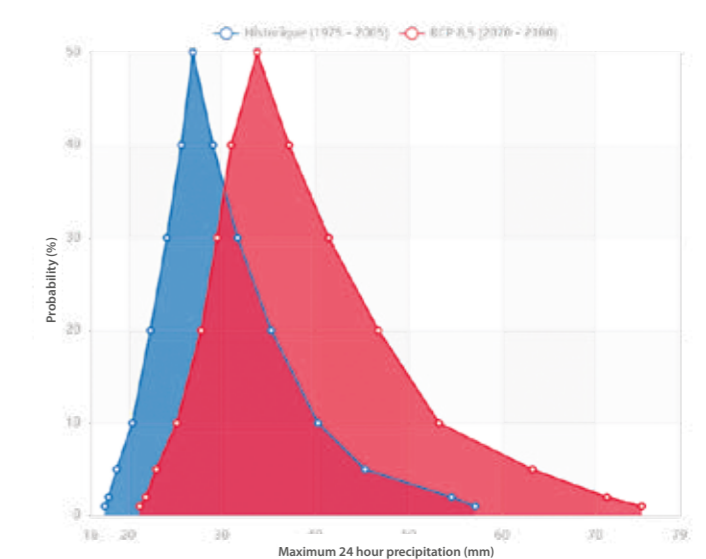
The platform provides initial trends in the evolution of 20 climatic hazards, to which the region studied could be exposed, using a simple color code.



CLIMATEA relies on different data sources, notably DRIAS which includes regionalized climate projections carried out by French climate modeling laboratories (IPSL, CERFACS, CNRM).

The combined expertise of our hydrogeologists, geologists, hydraulic and civil engineers, data scientists and Antea Group algorithms have made it possible to calculate other specific indicators of the phenomena studied, with view of understanding the vulnerability of the region. CLIMATEA generates graphs for a multitude of parameters.

*Example of a graph showing the evolution of climatic parameters for a given region **



This rapid initial evaluation phase helps target the issues to be later explored in greater depth. Detailed studies to estimate the impacts highlighted by CLIMATEA in a more precise way could then be considered.

** The tool's numerical data are estimates and show overall trends. Under no circumstances can they be used in a risk assessment. They are a starting point for reflection.*



Correspondence table SDGs and Antea Group activities



Enable everyone to live healthily and promote the well-being of everyone at all ages. Promote mental health and wellbeing. Reduce accidents on the road. Reduce deaths and illnesses due to dangerous chemical substances and pollution in the air, water, and soil.

P19/24 - Cohesion, health and well-being at work - Safety
P48 - Engineering and consulting services for the environmental performance of projects and risk management
P52 - Measurement and environmental data management



Achieve gender equality and empower all women and girls. Adopt policies for the promotion of gender equality.

P16 - Diversity and non-discrimination



Ensure access for all to sustainably managed water supply and sanitation services. Ensure that water resources are used a lot more efficiently in all sectors. Ensure integrated management of water resources. Ensure access to drinking water at an affordable cost, and access for all to sanitation services. Improve water quality by reducing pollution, by halving the proportion of untreated wastewater.

P46 - Engineering and consulting services for sustainable management of water resources
P52 - Measurement and environmental data management
P54 - Our international and overseas activities
P56 - Research & Development - Innovation



Guarantee access for all to reliable, sustainable and modern energy services at an affordable cost. Significantly increase the share of renewable energy in the global energy mix. Provide modern and sustainable energy services to all inhabitants of developing countries.

P46 - Engineering and consulting services for sustainable management of water resources
P50 - Engineering and management of infrastructure projects



Promote sustained, inclusive, and sustainable economic growth, productive full employment, and decent work for all. Promote safety in the workplace.

P24 - Safety



Build resilient infrastructure, promote sustainable industrialization that benefits everyone and encourage innovation. Adapt industries to make them sustainable, through a more streamlined use of resources and increased use of clean and environmentally friendly industrial technologies and processes. Boost scientific research, encourage innovation, increase public and private spending devoted to research and development.

P48 - Engineering and consulting services for the environmental performance of projects and risk management
P52 - Measurement and environmental data management
P56 - Research & Development - Innovation



Make cities and human establishments inclusive, safe, resilient, and sustainable. Significantly reduce the number of people affected by disasters, including those related to water. Reduce the negative environmental impact of cities per capita, paying particular attention to the quality of air and waste management. Protect and preserve the world's cultural and natural heritage.

P50 - Engineering and management of infrastructure projects
P54 - Our international and overseas activities



Establish sustainable consumption and production patterns. Achieve sustainable management and rational use of natural resources. Achieve environmentally sound management of chemical products and all waste, and significantly reduce their release into the air, water and soil. Significantly reduce waste production through prevention, reduction, recycling and reuse. Promote sustainable practices in the context of public procurement. Make sure that all people, everywhere in the world, have the information necessary for sustainable development. Help developing countries move towards more sustainable consumption and production patterns.

P28 - Our environmental commitments in the operation of the company
P48 - Engineering and consulting services for the environmental performance of projects and risk management
P50 - Engineering and management of infrastructure projects
P56 - Research & Development - Innovation



Take urgent action to combat climate change and its repercussions. Improve education, awareness regarding adaptation to climate change. Reinforce resilience and capacities for adapting to climate hazards and climate-related natural disasters.

P28 - Our environmental commitments in the operation of the company
P46 - Engineering and consulting services for the sustainable management of water resources
P50 - Engineering and management of infrastructure projects
P54 - Our international and overseas activities
P56 - Research & Development - Innovation



Preserve and restore terrestrial ecosystems, ensuring that they are exploited in a sustainable way, manage forests in a sustainable way, fight against desertification, halt and reverse the process of land degradation and end biodiversity loss. Guarantee the preservation, restoration and sustainable exploitation of terrestrial and freshwater ecosystems and related services. Integrate the protection of ecosystems and biodiversity in national planning, and in development mechanisms.

P46 - Engineering and consulting services for the sustainable management of water resources
P48 - Engineering and consulting services for the environmental performance of projects and risk management
P52 - Measurement and environmental data management
P54 - Our international and overseas activities



Significantly reduce corruption and the practice of bribes in all their forms.

P8 - Human rights and ethics



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