

 CAP INGELEC

COMMITTED & ENGINEERING

CSR REPORT

2024



TOWARDS A RESPONSIBLE FUTURE

GROWTH, EXPANSION
AND CSR COMMITMENT

2023 has been a year of remarkable growth and expansion for our company. Not only have we seen a significant increase in our sales, but we have also welcomed many new talents and further developed our organisation, processes and tools. This dynamic reflects our ongoing commitment to our customers and partners.

Alongside our economic development, 2023 has also been a year for refining and structuring our Corporate Social Responsibility (CSR) policy. We have made the strategic decision to start the process for achieving ISO 14001, 45001 and 26000 certifications. These certifications will enable us to build solid foundations on which to build: environment, workplace safety and corporate social responsibility.

To continue our growth, in 2024 we are committed to making even greater progress, with a clear objective: to advance our processes so that we can achieve certification and strengthen those we have already acquired, with a view to continuous improvement. We believe that these efforts will contribute not only to our overall performance, but also to that of our customers and will help preserve our planet.

CSR is part of our DNA: it is the virtuous ellipse that enables us to look to the future with confidence and bring all of our stakeholders on board.



Franck Vialar
Deputy Managing Director



Matthieu Calès
CEO



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COMMITTING to 3 pillars...

We have responsibilities towards society and the environment, and so our commitment is based on three fundamental pillars: governance, the environment and social responsibility. These pillars reflect our vision and approach to creating value through CSR.

The choice of these areas of commitment has been reviewed and simplified in order to better align our actions with the current expectations of our stakeholders. Drawing on the themes of the Corporate Sustainability Reporting Directive (CSRD) for inspiration, we have structured our commitments to strengthen our transparency and our CSR strategy and to structure our approach for the future.



01

GOVERNANCE

Our governance is based on the principles of transparency, accountability and compliance, ensuring that every decision we make contributes to the long-term future of our company.



02

ENVIRONMENT

We are committed to minimising our ecological impact, both in the projects we design and build, and in the way the company operates, by encouraging and promoting virtuous behaviour among our employees. We incorporate innovative solutions right from the design stage of our projects, including the management and reuse of water cycles within a facility, construction principles aimed at reducing greenhouse gas emissions and optimising energy efficiency over the lifetime of the structure we build.



03

SOCIAL

The social pillar reflects our commitment to our employees. We value the well-being and health of our teams by offering a safe, inclusive and stimulating working environment that effectively combats absenteeism, psychological and social risks and staff turnover.

CAP INGELEC contributes to 12 OF THE 17 Sustainable Development Goals (SDGs)

01

GOVERNANCE



05

Gender equality

Promoting equal opportunities with equal career development and progression.

Equality index: 84/100



08

Decent work and economic growth

Involving employees in the company's decision-making and growth through employee share ownership.

72 % of employees are shareholders



12

Sustainable consumption and production

Ensuring ethical conduct throughout the value chain by defining which behaviours are preferable and which are to be avoided.

Business ethics charter

02

ENVIRONMENT



06

Clean water and sanitation

Design and build buildings with efficient and innovative water management systems.

Water Competence for our staff



07

Clean, affordable energy

Incorporating energy optimisation solutions into building design.

LEED or HQE (high environmental quality)



09

Industry, innovation and infrastructure

Design and build structures with a controlled environmental impact that meet customer needs and expectations.

Eco-design



12

Sustainable consumption and production

Develop and implement our responsible purchasing policy.

Decarbonisation
Responsible Purchasing



13

Measures to help combat climate change

Advise our customers on resilient and sustainable technical solutions. Implement measures to reduce our environmental impact.

Working group
Decarbonisation

03 SOCIAL



01 No poverty

Act in the general interest of society by developing partnerships with sports, cultural and community organisations.

Chair and Grand Patron of the BMS endowment fund



03 Health and well-being

Guarantee our employees working conditions that ensure their health and well-being.

Mutual and provident health insurance



04 Quality education

Offer high-quality training programmes to improve existing skills and acquire new ones. Train young engineers for the professions of tomorrow.

C2EI training campus



05 Gender equality

Promote equal opportunities with equal career development and progression.

Equality index: 84/100



08 Decent work and economic growth

Ensure safe and fair working conditions for our employees by providing a safe and healthy working environment.

HSE policy, aiming for 45001 certification



17 Partnerships to achieve objectives

Develop and maintain partnerships with interested stakeholders to work towards achieving the SDGs.

Active member of the Global Compact



10 Reduced inequalities

Ensure equal opportunities and promote diversity and inclusion within the company. Get involved in projects serving the general interest, such as sport, culture and associations.

Local sponsorships and Disability Policy





pillar

01

 **CAP INGELEC**
COMMITTED & ENGINEERING

01

GOVERNANCE

Cap Ingelec is an entrepreneurial and family success story. The stability of our capital and governance means that we can take a long-term view when making strategic decisions and investments. Our business model is secure: our results are solid and investors have confidence in Cap Ingelec's value.

ABOUT US

With almost 35 years' experience to draw on, Cap Ingelec is now one of France's top 3 engineering companies. Founded in 1992, our company remains first and foremost independent and family-run, guided by the values of commitment and technical expertise. With almost 550 highly qualified employees, we are committed to customer satisfaction.

Cap Ingelec has built its reputation on the expertise and commitment of its teams. We are active in the design and refurbishment of complex buildings with high technical added value, working on large-scale projects

in the Datacenter, Industry & Cleanrooms, Critical Facilities (High Voltage, Water, Energy, Environment) and Wines, Spirits & Agri-Foods sectors.

Today we are recognised both in France and internationally for the quality of our turnkey solutions for complex construction, renovation and extension projects. With 15 locations in France and Europe, we foster close relationships with our customers thanks to the skills of our employees.



MANAGEMENT



Matthieu CALÈS
CEO



Hervé BOTTAIS
Deputy Managing Director



Franck VIALAR
Deputy Managing Director



Benoit PARISSÉ
Operations Director



Jean-Yves JEGOU
Operational Performance
Director



Céline LALLIER
Human Resources
Director



Franck ANTUNES
Purchasing Director



Coralie PASDELOUP
Regional Director
Ile-de-France Datacenter



Pierrick LABAT
Regional Director
South West



Olivier DEBARD
Regional Director
South-East



Nourine AKDIM
Critical Facilities Strategy
Activity Director



Jean-Philippe COTTEL
Industry &
Cleanrooms Activity
Strategy Director



Jean-Nicolas MANCOS
Datacenter
Strategy/Activity Director



Anne-Sophie WAGNER
Finance Director

OUR DATA



550
employees

21,4 %
Women

78,6 %
Men

15
locations

250 M€
turnover in 2023

80 %
of employees are shareholders

2 500
customers

35 years
of experience

20 000
missions completed

B1+
Listed by the Banque de France



Our values

Our success is the result of the work of our teams, who share the same vision and mindset across all our projects.



COMMITMENT

Confidence and motivation of our employees in meeting the commitments we make to our customers.



RESPECT

Respect between employees, customers and partners.



AGILITY

Implement innovative solutions to meet customer needs and help our employees find their place.



TECHNICAL

We stand out for our technical solutions and the resulting innovation.



INTEGRITY

Create a commitment to act with skill and rigour in all circumstances.



TRANSPARENCY

Access to our analytical accounting tool for all our employees, strong internal communication.



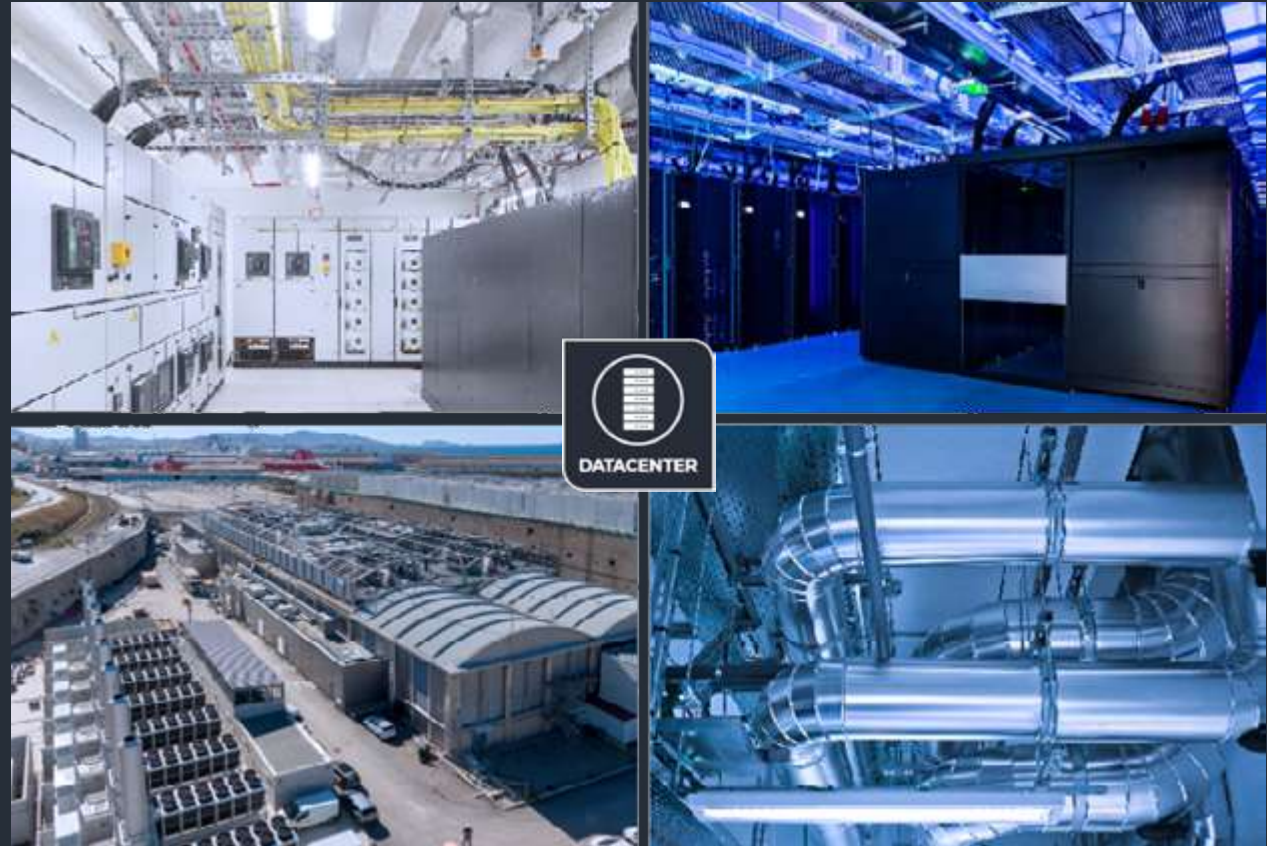


Datacenters

We are helping our customers to make the transition to more energy-efficient and resilient datacenters. For almost 35 years, our teams have developed solid technical expertise to offer the best solution for each project.

Spearheading our growth, the datacenter business is backed by references from leading players. The vast majority of these projects are turnkey, meeting very high-power requirements with maximum security and very short lead times.

Our engineers are trained in energy efficiency and are involved at every stage of a datacenter project, from assistance in qualifying a site, through design studies to turnkey building and commissioning, guaranteeing the project owner a commitment to continuous results. Constantly exposed to the realities on the ground. Our engineers master the entire value chain to design datacenters that are technically, economically and environmentally efficient.



We are proud to be supporting Data4 Group in Spain with the turnkey construction of several datacenters. The aim is to build highly connected, resilient and responsible campuses to support the growth of their customers in Europe. We are carrying out all building and technical infrastructure work, as well as fitting out rooms. This is a highly demanding project in terms of technology, space optimisation, logistics flows and planning. Thanks to the collaboration and synergy between our French and Spanish teams, our customer has been able to benefit from an effective international support policy. We have forged genuine partnerships with local suppliers and subcontractors that enable us to meet this challenge while ensuring a reduced environmental impact.



Industry & Cleanrooms

For over 35 years, we have been designing, installing, commissioning, qualifying, validating and monitoring the energy consumption of controlled-atmosphere installations in industry, healthcare and datacenters. Our team of engineers and technicians designs reliable cleanrooms and laboratories right from the initial design phases, culminating in a detailed design that makes it possible to launch the construction phase of cleanrooms with complete peace of mind.

Our company relies on its high added-value technical skills, its local presence and its commitment to deadlines and quality to ensure the reliability, performance and longevity of your installations. We are able to support our customers as a general contractor. From the building budget to the furniture, we have expertise in all the trades needed to carry out Industry & Cleanrooms projects.



Video



Just
EVOTEC BIOLOGICS



Just Evotec Biologics, which develops biotherapeutic products, has launched a major international programme that began with the production start-up of a J.POD® factory in Redmond, WA (USA), which served as a model for the J.POD® Toulouse (31, France) project. As part of this project, Cap Ingelec is the general contractor for the GC2 macro-lot, which includes all the value-added infrastructures. Our scope of work, in a high-stakes schedule, includes the delivery of 4,600m² of CGMP cleanrooms, with controlled levels of dust, hygrometry and contamination, all distributed in High Current, Low Current (BMS/QBMS), hydraulics, aerualics and special fluids. Our scope is complemented by a cross-disciplinary process engineering mission and is part of a collaborative effort with the other packages, with the aim of achieving performance qualification in June 2024.



Critical Facilities

High Voltage, Energy,
Water and Environment

Our priority is to develop technical solutions that guarantee our customers energy quality and optimise the conditions for connection to the networks. High-voltage electrical distribution networks have been Cap Ingelec's core business for over 35 years. Sensitive high-voltage projects require a complete package, from the connection study (connection application to RTE) to commissioning in EPC/General Contractor mode.

With a view to optimising the connection of projects, Cap Ingelec relies on an in-house technical team to design, build and commission HV substations.

With extensive know-how acquired in the construction and installation of some fifty high-voltage substations in Europe, Cap Ingelec has total control over the design and implementation of greenfield projects, from the electricity generation unit to the point of connection to the grid.



Qair



We are currently building France's first green hydrogen mass production plant in Port-La-Nouvelle. It will be predominantly dedicated to mobility in the Occitanie region (public transport, cars). The HYD'OCC project initially envisages the construction of this plant with a capacity of 25 MW, with the possibility of increasing this capacity by 20 MW in a second phase. We are going to build the H2 plant and the first 63kV/20kV HV substation, which will supply the plant with 36 MVA through electrolysis. We set ourselves apart by offering innovative technical solutions that perfectly reflect the customer's expectations, while staying within budget and on schedule. Delivery is scheduled for the end of 2025.



Wine, Spirits and Agri-foods

We have many references in engineering and building construction in the Wine, Spirits & Agri-Foods sector: production units, bottling plants, châteaux, trading companies, spirits brands, cellars, distilleries, etc. While we work with our customers using the methods and processes that have earned us our technical reputation, we also add a touch of soul. We strive to combine a spirit of innovation with respect for tradition.

We cover a wide range of sectors in the agri-food industry, with dedicated teams capable of delivering immediate added value. Our engineers support our customers in their construction, extension, renovation or production capacity expansion projects. We put our know-how and skills to work for our customers' industrial ambitions, providing them with recognised technical solutions tailored to their needs.



Video



The Vicky Foods Group, through its subsidiary Dulchalon, has decided to entrust Cap Ingelec with the turnkey construction of phase 1 of its project to build an industrial plant at Fagnès-la-Loyère (71, France). The Group is planning future extensions to the site, for the same type of food processing activity: phases 2 and 3, in 3 to 10 years' time. To achieve this, Cap Ingelec is mobilising all the skills essential to the success of the project, with strong engineering skills supporting the technical integration of project developments within a controlled budget.

CSR FRIEZE

ENVIRONMENTAL, SOCIAL AND GOVERNANCE COMMITMENTS

We have made Corporate Social Responsibility (CSR) a guide for our growth. We have developed an ambitious policy based on 3 main pillars and progress targets that are regularly updated. We also have our CSR commitment assessed annually by independent bodies specialising in these issues (EcoVadis, Global Compact).



* European Campus of Engineering Excellence

ECOVADIS

EcoVadis is a benchmark in CSR performance assessment, examining 4 key sustainability and CSR themes in-depth: environment, social and human rights, ethics, and responsible purchasing.

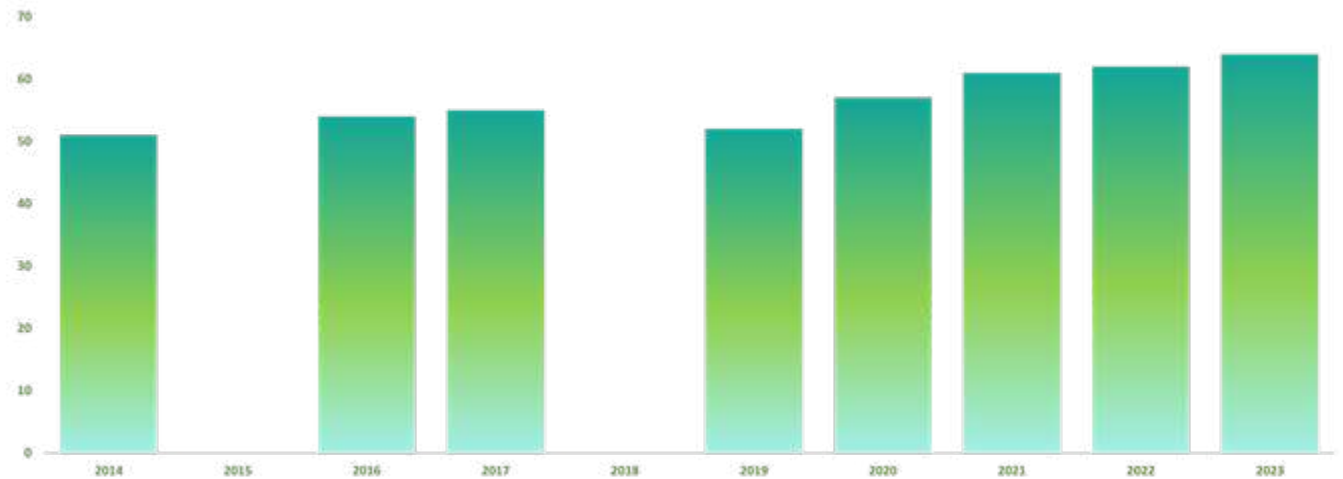
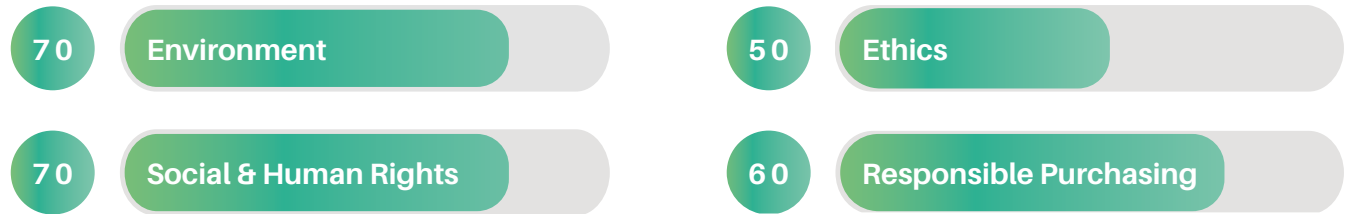
The **environmental** aspect assesses the company's operations, including energy and water consumption, greenhouse gas emissions and biodiversity.

The **social** and human rights aspect focuses on human resources and human rights (employee health and safety, working conditions, child labour, forced labour), but also includes diversity, discrimination and harassment.

The subject of **ethics** is based on the fight against corruption, anti-competitive practices and the responsible management of information.

Finally **responsible purchasing** assesses the environmental practices of suppliers as well as their social practices.

We are currently Silver with a score of 64/100, which puts us in the top 15% of companies in terms of CSR. Our objectives for 2024 are focused on responsible purchasing and ethics. Our score has increased every year since our first EcoVadis assessment in 2012.



Evolution of our overall **ECOVADIS** score

Cap Ingelec

Global Compact member

As a member of the United Nations Global Compact and a member of Global Compact France, we are committed to integrating the values and ten principles of the Global Compact into our strategy, our day-to-day activities and our corporate culture. We are united and follow the same programme to eradicate extreme poverty, combat climate change and ensure a dignified life for all.

Every day, we strive to fulfil our economic, social and environmental responsibilities with an ambitious HR policy that promotes equal opportunities and diversity of all kinds. Our membership of the Global Compact demonstrates this strong commitment to a more sustainable world in the areas of labour, human rights and the environment.

With over 13,000 participants in 170 countries, the UN Global Compact is the world's largest international initiative on sustainable development. It is also a starting point for all organisations seeking to support the 17 Sustainable Development Goals (SDGs) adopted by the UN in 2015.

And in addition, in 2024 we also joined the United Nations Global Compact carbon climate accelerator. This accelerator will enable us to set targets for controlling and reducing our carbon footprint, in line with the objectives of the Paris agreements.



**United Nations
Global Compact**



HUMAN RIGHTS



INTERNATIONAL
LABOR
STANDARDS



ENVIRONMENT



ANTI-
CORRUPTION

**WE ARE COMMITTED TO :
INTEGRATE THE VALUES AND 10
PRINCIPLES OF THE UNITED NATIONS
GLOBAL COMPACT INTO OUR
CORPORATE STRATEGY, DAY-TO-DAY
ACTIVITIES AND CORPORATE CULTURE.**

MEMBER OF THE NOUVELLE AQUITAINE REGIONAL CIRCLE

The regional circles allow members to share their best practices in relation to the Ten Principles and the challenges associated with their region. This enables us to work with other companies to promote sustainable business practices, share feedback and discuss issues with experts in the field.

- **21 november 2023** : meeting on fair transition, with stimulating discussions.
- **12 march 2024** : meeting on decarbonising the value chain, with presentations and feedback from companies.
- **13 june 2024** : meeting on diversity and inclusion, with a presentation of companies for the inclusion estate and campus.



CERTIFICATIONS



Cap Ingelec has ISO 9001 quality management certification. Our organisational transformation continues to ensure a good level of project management and, above all, significantly improves the rate of customer satisfaction.

GOALS FOR 2025



ISO 14001 is an international environmental management standard designed to help organisations identify, manage, monitor and reduce their impact on the environment on an ongoing basis/



ISO 45001 certification focuses on health and safety in the workplace, providing a framework for improving performance, reducing risks to employees and creating a safer, healthier working environment.



The “Engagé RSE” (Committed to CSR) label reflects our desire to integrate the principles of sustainable development into our activities, to promote ethical relations with our stakeholders and to make a positive contribution to society as a whole. AFNOR’s “Engagé RSE” initiative confirms our commitment to complying with standards and best practice in the fields of environment, governance, stakeholder relations and social responsibility.



DISTINCTIONS



BANQUE DE FRANCE B1+ RATING

For several years now, Cap Ingelec has had a B1+ rating from the Banque de France, the highest level awarded by the organisation. Thanks to its good management practices Cap Ingelec now benefits from financial solidity that has helped it to obtain this rating. This rating is based on the company's level of activity and reflects the company's ability to honour its financial commitments. Cap Ingelec's financial stability and solidity are additional factors of confidence for the successful implementation of its projects.



DISTINGUISHED IN THE RANKINGS CHOISEUL CONQUÉRANTS

We are proud and honoured to see Cap Ingelec included in the 2023 edition of the Institut Choiseul Conquérants ranking, which highlights 200 companies that are actively contributing to the dynamism of the French economy. Cap Ingelec stands out in this year's ranking in the "innovation leaders" category.



MATTHIEU CALÈS FEATURES IN THE CHOISEUL 100 RANKING

Matthieu CALÈS, Chairman and CEO of Cap Ingelec in the Choiseul 100 ranking by the Institut Choiseul and Le Figaro! This recognition highlights his exceptional leadership and his contribution to the success of our company. This ranking identifies, lists and ranks young leaders under 40 who are playing a major role in the French and international economy.



MIEUX VIVRE EN ENTREPRISE TROPHY "FAVOURITE" AWARD

On Tuesday 21 November, Cap Ingelec was awarded the "Commitment at the heart of our strategy" prize and the "Coup de cœur" prize in the Mieux Vivre en Entreprise 2023 awards for its initiatives to improve the quality of life and working conditions within the company.

Customer SATISFACTION

Building lasting relationships with our customers through the construction of high-quality works and constant dialogue is a fundamental part of our strategy. We regularly carry out customer satisfaction surveys to assess our performance and anticipate future needs.

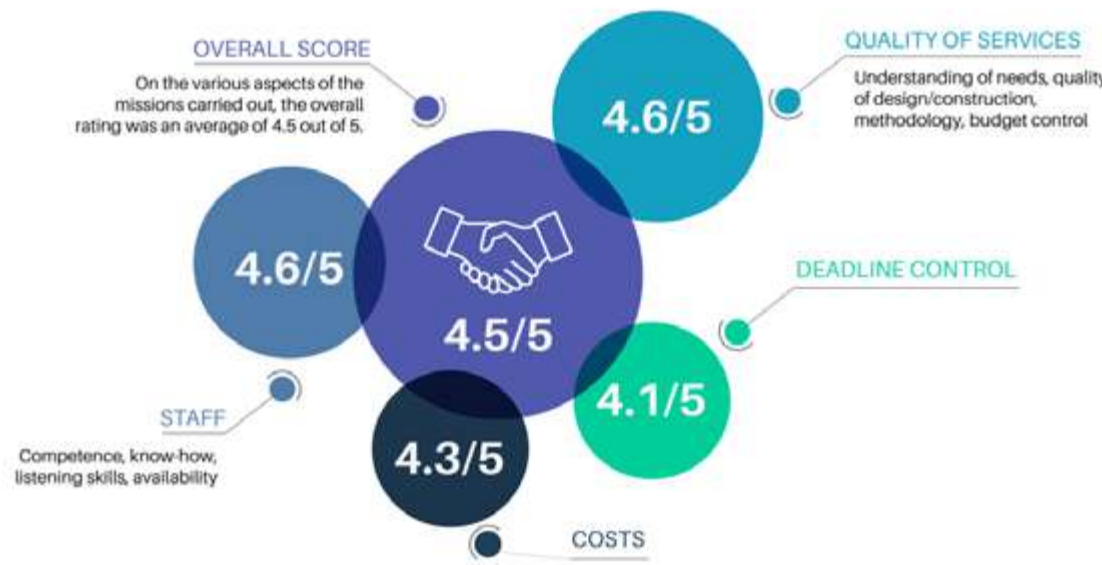
Digitalising our questionnaire was a step towards a more efficient customer satisfaction experience. By adopting this approach, we have been able to reduce paper consumption and mailings, while collecting customer satisfaction data more quickly and accurately.

In addition, new themes have been incorporated into the questionnaire to better reflect current expectations and concerns. By taking these issues into account, we are better equipped to assess our performance. The aim of our satisfaction survey remains the same: to understand the needs and perceptions of our customers in order to guide and inform our future actions and strategies. By strengthening our commitment to listening and being responsive, we aim to maintain long-lasting, mutually beneficial relationships with our customers.



In a bid to better serve our customers, each year we assess the quality of their experience through a rating system based on 4 key items:

Quality of service, quality of staff, control of deadlines and costs.



Thanks to this barometer, we are involved in a continuous improvement process.



Responsible Purchasing

As a responsible engineering company, we strive to build sustainable, high-performance relationships with all its stakeholders: customers, suppliers, partners, etc. Customer satisfaction, responsible purchasing, business ethics - the company takes a transparent and committed approach.

In 2023, our Purchasing department continued to grow, doubling its teams and focusing on a responsible negotiation training programme. A group of responsible purchasing experts has been set up in order to improve our decarbonisation process and include all carbon-emitting

items in our strategy. It is overseen by the Purchasing Director. The Group's objectives for 2024 have been defined and drawn up through working meetings, with development prospects defined to consolidate our responsible purchasing policy. In particular, it takes into account our suppliers assessments in accordance with defined criteria and a CSR monitoring and notification system.

Finally, in November 2023, the Purchasing teams took part in the NéoBusiness Nouvelle Aquitaine reverse purchasing show, which gave us the opportunity to meet suppliers from the region.

MEMBER OF THE FRENCH NATIONAL PURCHASING COUNCIL

Our commitment is also reflected in our membership in the French National Purchasing Council (CNA). As an active member, the Purchasing Department participated in the drafting of a white paper on responsible purchasing.



A RESPONSIBLE PURCHASING CHARTER

Our responsible purchasing policy is based on our dedicated «Responsible Purchasing Charter», which sets out all our commitments and our suppliers' obligations. This charter forms part of our contracts with our subcontractors. It is intended to apply to all our suppliers.

OUR RESPONSIBLE PURCHASING POLICY



Responsibility

for the environmental footprint (preservation of biodiversity, health and safety) over 5 years.



Trust & transparency

by protecting personal data and confidential technical, commercial and financial information, and by respecting intellectual property rights.



Financial fairness

with regard to subcontractors and suppliers and exclusion of all forms of corruption.



Ethical requirements

with regard to suppliers and partners: compliance with labour law standards and regulations (working conditions, employment of legal workers).



Long-terms relationships

with suppliers and support for the vitality of the local employment pool, by giving priority to local suppliers.



Business ethics

A key factor in performance and sustainability

We are committed to adopting ethical behaviour to encourage quality exchanges with our stakeholders by ensuring confidence and trust in discussion. The “Engagé RSE” (Committed to CSR) label we are aiming for by 2025 will be the cornerstone of this approach. Continuous improvement of the process required to obtain the label will enable us to make progress in the medium and long term.

Our growth has led us to take a closer look at anti-corruption and ethics, in line with the French Sapin 2 law. The drafting of a code of conduct is scheduled for the start of the 2024-25 academic year. It will be the subject of awareness-raising and training measures to ensure

it is applied. This document will establish clear guidelines for expected behaviour, business practices and compliance with laws and regulations. It aims to promote a culture of integrity and transparency throughout our organisation.

At the same time, we will be introducing a policy to protect whistleblowers. This system will ensure that unethical behaviour or acts of corruption can be reported securely and confidentially. Whistleblower protection is essential if we are to encourage transparency and prevent corrupt practices within our company.

AN ETHICS CHARTER

With our ethics charter, we commit to ensuring ethical behaviour that reflects our values and respect for fundamental principles with regard to our stakeholders (customers, partners, suppliers and subcontractors). It is distributed to all new employees when they join the company, as well as to customers, suppliers and subcontractors, who must comply with it.



GOALS FOR 2030

GOVERNANCE

1

Make each member of Management responsible for their duties/missions in the within the company in order to **involve all employees** in our strategy.

2

Include the Group's employees in **shareholding**. **Share our values** with all our employees and stakeholders.

3

Ensure compliance with ethical standards throughout our value chain on all our projects in France and abroad.

4

Establish a trusting relationship with our suppliers and subcontractors, and **promote responsible and sustainable**.



pillar 02

02

ENVIRONMENT

Under the Energy and Climate Act of 8 November 2019, France has set itself the target of reducing its consumption of fossil fuels by 40% by 2030, achieving carbon neutrality and cutting its greenhouse gas emissions by a factor of six by 2050. We are aware that our activities can present a level of risk, and as such we have chosen to pursue a committed policy in favour of the environment.

We adopt decarbonisation solutions as soon as possible, with the customer's approval. These solutions maximise CO₂ absorption and reduce emissions during the construction phase, using prefabricated elements and low-carbon concrete, while providing good thermal insulation. We also do our utmost to select the most efficient equipment with the least environmental impact.



CARBON FOOTPRINT 2023

57,796 tonnes CO₂e

CARBON FOOTPRINT

The carbon statement is a tool for assessing the carbon impact of a company and its activities, by measuring and quantifying its greenhouse gas emissions (GHG). A carbon statement is divided into 3 scopes (see opposite).

The carbon statement calculation uses company data and emissions factors taken from the "empreinte", or footprint database, the official public database of the French Environment and Energy Management Agency (ADEME). Emission factors are coefficients which are used to convert the company's consumption data into GHG emissions.

Take a business trip, for example : an employee travels by plane between Bordeaux and Madrid twice a year. The distance between these two cities is around 700 kilometres, or 1,400 km. The emission factor for a short-haul commercial flight is approximately 0.258 kg Co2e2e per passenger/kilometre. The carbon footprint for these journeys will therefore be 1,400 x 0.258, or approximately 361 kg CO2e.

Scope 1 : 655 tonnes CO₂e
 Scope 2 : 21 tonnes CO₂e
 Scope 3 : 57 120 tonnes CO₂e

SCOPE 3 UPSTREAM

- Purchases of goods and services
- Business travel
- Oil and energy-related activities
- Waste generated by operations
- Fixed assets
- Employee commuting
- Transport and distribution
- Leased properties

SCOPE 2

- Electricity, steam, heating and cooling purchases

SCOPE 1

- Company facilities and equipment
- Company vehicles

SCOPE 3 UPSTREAM

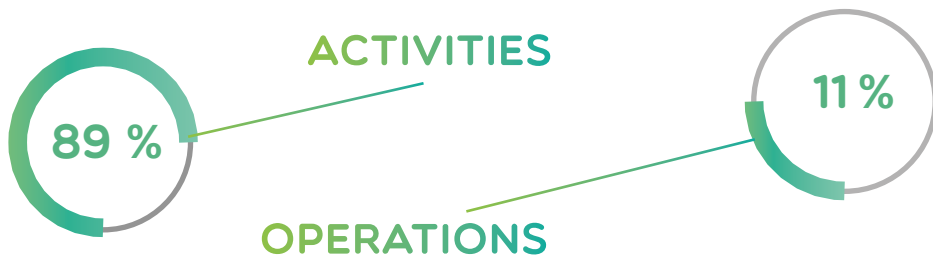
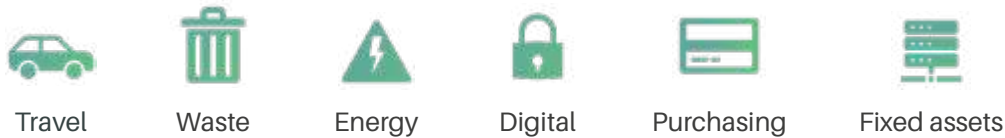
- Treatment of products sold
- Investments
- Use of products sold
- Franchises
- Waste generated by end-of-life products
- Leased properties
- Transport and distribution

CARBON FOOTPRINT

In 2022, the company had 352 employees, giving it a carbon footprint of 164,193 kg CO₂e per employee. Scope 3 accounts for almost all of the carbon footprint, with 57,120 tonnes. It includes business travel, waste, purchases of construction services and the maintenance and purchase of machinery and equipment. These last two categories are calculated on the basis of highly uncertain monetary ratios. A monetary emission factor makes it possible to estimate the order of magnitude of the carbon content of a product or service purchased on the basis of its price. It is given in kgCO₂e/k€ before tax. In practical terms, this involves associating a CO₂ emission value for every thousand euros spent. For example, for every €1,000 spent on construction services, 360 kg CO₂e have been generated.

Focus on the Operations section

Activities include: emissions linked to the purchase of construction, maintenance and machinery services. Operations takes into account:



SAVING natural resources

We want to assess our environmental impact, particularly in relation to the operation of our branches in France, so that we can then come up with concrete measures to reduce it. The energy consumption data collected has enabled us to identify the main agencies in terms of consumption and the main items concerned.

Our readings indicate a reduction in consumption between 2022 and 2023, despite the increase in the number of employees in the company. We have introduced an energy-saving charter, which is distributed to employees twice a year, at the beginning of winter and at the beginning of summer, in order to limit excess heating and air-conditioning consumption. It is also displayed in the offices and is freely available on our intranet.

We also produce electricity using our solar panels at one of our sites, with production of 10,555 kWh, similar to previous years.

Energy consumption		
528 711	567 222	529 429
either 1 642 kWh/ employees in 2021	either 1 611 kWh/ employees in 2022	either 1 298 kWh/ employees in 2023

Business travel

We are based in France and Europe, and this means that our employees have to travel for work. In 2023, our employees travelled 927,087 km by air, 723,462 km by rail and 79,488 km by hire car.

These journeys have an impact on the environment, with associated Co2e2e emissions: The 79,488 km driven by hire cars generated 10 tonnes of CO2e. The 927,087 km of air travel generated 133 tonnes of CO2e. The 723,462 km travelled by train generated 2.5 tonnes of CO2e.

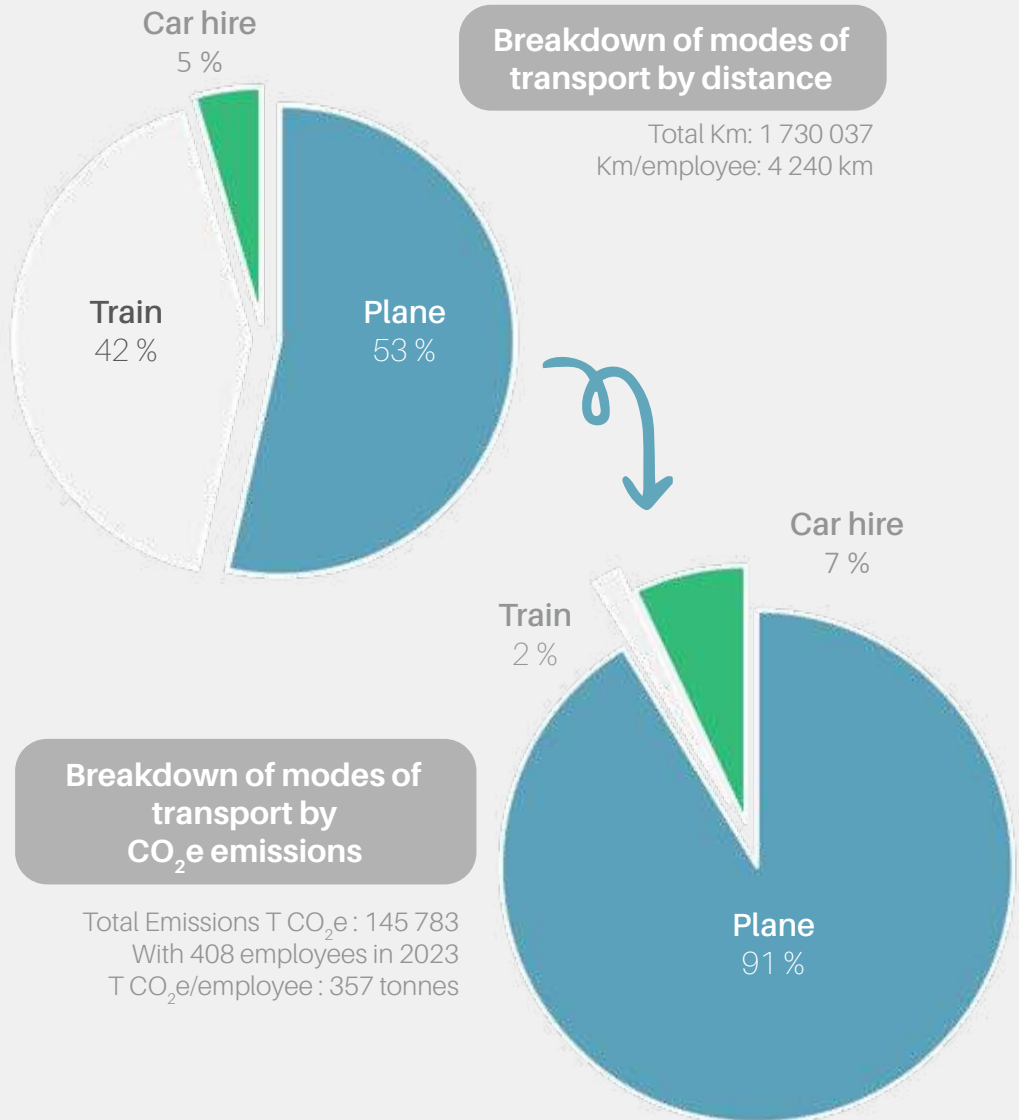
home/workplace COMMUTE

When we carried out our carbon assessment in 2022, employee travel between home and work represented around 1,000 tonnes of CO2e. Car travel accounted for more than 99% of the emissions associated with home-to-work journeys, and 78% of the distances travelled. As the number of employees increases, so does the need to travel, contributing to air pollution. Our aim is to have a soft mobility plan applicable to all our branches in place by 2025. To achieve this, we want to carry out a mobility survey to gain a better understanding of our employees' travel habits.



CARBON FOOTPRINT

Managing our carbon footprint



DECARBONISATION



DECARBONISATION GOAL

In July 2023 we set up a decarbonisation group following the completion of our first carbon statement. This carbon statement enabled us to identify the areas with the highest CO₂ emissions.

3 sub-groups were identified following the carbon statement analysis :

- 1** Internal operation with defining a trajectory for reducing operating emissions
- 2** Responsible Purchasing
- 3** Life Cycle Analysis and Assessment (LCA) of our projects

To take a more in-depth look at our CO₂emissions , we have joined the UN Global Compact’s carbon climate accelerator. This is a 6-month programme, which will start in the summer of 2024, designed to equip businesses with the skills they need to set emission reduction targets in line with science and within a 1.5°C global warming trajectory. We are fully aware that we have a role to play in the face of the climate emergency, and we are committed to deploying credible and tenable actions to protect the climate.



Member of the Association Bas Carbone, which raises awareness, provides training, federates and gives organisations concrete means of action to ensure the success of their low-carbon transition. We are basing our actions on their robust methods to make a greater commitment.



We took an active part in the “Je-DécarbOne” meetings in November 2023.

“

FEEDBACK

Audrey SAINT-PIERRE

Development & Commitment Manager

”

We have comprehensive expertise in managing the industrial water cycle. This enables us to use this vital resource efficiently and sustainably in all the industrial sectors that correspond to the varied activities of our customers.

Depending on the resources available (borehole, municipal or surface water), we work to ensure that the quality of the water meets the specific requirements of each industrial customer. The intended use of the water is the determining factor, and takes into account specific regulatory constraints in terms of both quality and quantity.

For example, we supply water as an ingredient for the food industry, purified water or water prepared for injection in the pharmaceutical industry, or ultra-pure water for the production of hydrogen by electrolysis.

We are also involved in the chemical conditioning of water, enabling :

- ① protection against dirt,
- ② corrosion or scaling of circuits and equipment (cooling tower, steam boiler, chiller, heat exchanger, etc.), thereby guaranteeing the longevity of the works carried out.

After use, water can become waste that needs to be treated before being discharged (into the natural environment or the urban network). We provide manufacturers with our expertise in water chemistry and microbiology to determine the necessary industrial treatment processes, whether they be physico-chemical or biological, right through to the re-use of water after treatment, which we take on as a general contractor with a performance commitment.

Our assignments also include the installation of containment networks and basins for the segregation of damage water, in compliance with the sites' regulatory obligations.

“We draw on all the technological building blocks available on the market, with complete impartiality”





UPSTREAM / PROCESS
WATER TREATMENT



DOWNSTREAM WATER
TREATMENT



REUSE PROJECTS

Water

We are currently working with a number of manufacturers to reduce their requirements by implementing water-efficiency solutions and Reuse projects, reducing their needs by up to 30%. In this way, we are making a significant contribution to preserving environmental resources and ensuring the continuity of industrial operations during periods of drought.

A project to reduce carbon emissions by recovering waste heat from effluents (70% reduction in greenhouse gases)

We carried out a turnkey project on a cosmetics production site for one of our customers, including designing the infrastructure and installing the process for recovering and storing waste heat.

Eco-design solutions:

- 1 Heat recovery from reactor rinsing effluent
- 2 Storage for reuse of heat to heat new water
- 3 Reduction of effluent water temperature before discharge to the WWTP
- 4 Reuse of equipment not used on site



Industrial utilities

In addition to our expertise in water treatment, we also work on all the utilities needed for the operation of industrial sites. These utilities include heat production, refrigeration, compressed gas, electricity and water, all of which are essential for the optimal operation of the sites where our teams are working, both in terms of service continuity and on occupied sites.

We offer energy efficiency and decarbonisation solutions that enable our customers to reduce their operating costs while minimising their environmental footprint, such as the electrification of certain processes, recovering waste heat or producing steam from biomass.

In this way, we offer an approach to resource management that combines our technical expertise with our commitment to sustainability. Our services cover all aspects of the water cycle and industrial utilities, guaranteeing our customers innovative and responsible solutions to environmental challenges.

WASTE MANAGEMENT and sorting

WASTE SORTING AND RECYCLING

For several years now, we have been raising our employees' awareness of eco-friendly habits and behaviours. Spearheading this ecological approach, we deployed selective sorting with the ELISE company (Entreprise Locale d'Initiative au Service de l'Environnement) at the end of 2023. By choosing this sorting method to sort waste, we wanted to encourage the recycling of our office waste, instead of incineration or landfill. It also enables us to actively help people who are having difficulty finding work or who are disabled.

All our branches are taking part in this initiative. We look forward to be in a position to report back to you on the collection results at the end of 2024.

COMPOST

We are currently testing compost in one of our branches in the south-west of France, with a compost bin which has been handmade by one of our workshop.

ZERO PLASTIC

No more plastic bottles lying around on desks! All our employees are now the owners of reusable bottle made of glass or recycled plastic from the oceans.

CONSTRUCTION SITE WASTE MANAGEMENT

- Supporting companies in managing their staff, waste and preparing for the construction site end-of-project report.
- Encourage environmentally-friendly behaviour.
- Increase the quantity and quality of recoverable materials.
- Get the most out of waste by directing it towards the appropriate recovery channels.

In 2024, we are targeting an unavoidable waste product on construction sites in order to ensure safety in the workplace: PPE is a crucial piece of equipment for preventing accidents in the workplace and preserving the physical health of our employees. Particular attention needs to be paid to their end-of-life once the use-by date has been reached. By 2024, we will be offering to recover and recycle our own PPE and that of our subcontractors. The aim is to extend this approach to the rest of France and to more sites.

WASTE ELECTRICAL AND ELECTRONIC EQUIPMENT (WEEE)

Our computer waste is collected by a specialised company, EcoMicro, which recycles it. We also offer our employees the opportunity to bring in their personal equipment during the collection period, helping to facilitate the recycling of more waste.





Created in 2006, the Certificats d'Economies d'Énergie (CEE) are a scheme set up by the French government to promote energy savings in France. This scheme is based on an obligation for energy sellers to promote energy savings.

The principle is simple : energy suppliers, such as gas, electricity and fuel oil distributors, are required by law to make energy savings. They must therefore encourage their customers, be they professionals or private individuals, to carry out work to reduce their energy consumption. CEEs enable private individuals

and businesses to take steps to reduce their energy consumption, while stimulating the energy transition by combating climate change.

We are committed to supporting our projects by highlighting energy savings and/or quantifying the volume of MWh saved or MWhp once the design and works have been completed. We also offer support to maximise the financial benefits generated by these energy savings. Further training on this subject will be offered to various employees.



Founding member since 2011

We have been members of AGIT since 2011 (an association of professionals committed to digital responsibility). As a major player in the datacenter sector, we contribute to the public debate on digital responsibility by raising awareness among stakeholders and disseminating best practice. At a time when information systems represent a major challenge for companies, we want to support the role of datacenters in sustainable growth through our projects and innovations.



ADEME

Club member Ademe International since 2014

We have been active in the renewable energy market for many years, and systematically integrates energy efficiency into our projects by choosing systems that consume little energy. The company is also recognised for its expertise in renewable energies on large-scale projects: biogas, biomass, hydraulic, wind, geothermal, photovoltaic, etc.



“My work helps to ensure that our projects meet the highest standards in terms of sustainable development.”



“

FEEDBACK

Aliénor GAUDERAT

Energy Project Engineer

”

Since 2022, I have held the position of Environmental Advisor at Cap Ingelec. I’m responsible for the HQE and LEED (Leadership in Energy and Environmental Design) certifications for our projects. These international certifications are recognised for assessing and recognising the environmental performance and sustainability of buildings. They act as incentive frameworks for the take-up of sustainable practices in design and construction.

A memorable example of an HQE-certified project is one that we completed for a prestigious client in the spirits industry, demonstrating our ability to achieve high standards in sustainable construction.

At the same time, LEED certification assesses buildings for their environmental performance and sustainability, with different geographical scopes.



LEED provides energy and environmental solutions to optimise energy efficiency, reduce greenhouse gas emissions and minimise overall environmental impact.

Certifications help to promote and provide a framework for the design and construction of more sustainable, resilient and environmentally-friendly buildings.



HQE certification is based on a number of criteria, including the eco-design of the building, resource management (energy, water and waste), as well as the health and well-being of occupants. Sustainability of the materials used is also a key aspect of this certification. The HQE rating system is based on points awarded for performance in different



Our teams are able to help our customers achieve BREEAM certification, which assesses a building’s environmental performance by taking into account various criteria, including energy performance, water management, greenhouse gas emissions, indoor air quality, the use of sustainable materials and waste management.



AVERAGE PUE*
of datacenters built by
Cap Ingelec between
1,28 and 1,40

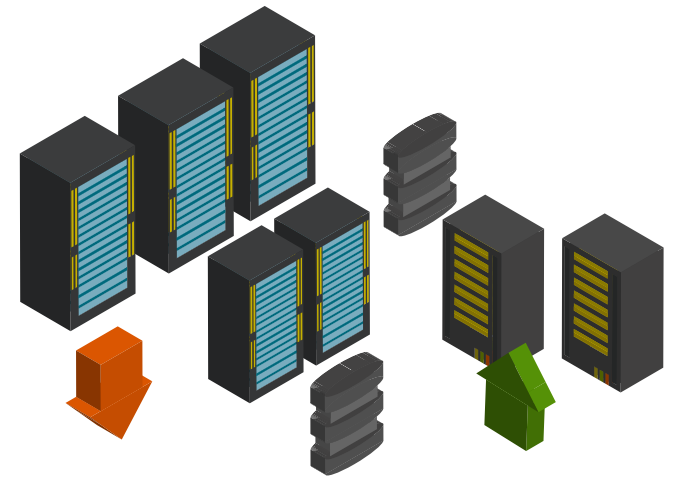
** Power Usage Effectiveness
assesses the energy efficiency of
the datacenter.*

FOCUS ON DATACENTERS

We want to control the environmental and carbon impact of the datacenters we build as turnkey solutions, and consequently we are working on the **eco-design** of these facilities at every stage: from earthworks to planting, and including solutions for external works, structural work, finishing work and various technical packages.

Datacenters are home to IT equipment that consumes a lot of energy and produces a lot of heat. A clean and efficient cooling system is therefore essential. To meet these challenges, **we are implementing innovative solutions** (free-cooling, free-chilling, river-cooling, heat recovery, etc.) that considerably reduce the energy consumption of the datacenters we design.

The average PUE value worldwide is 1.57; this indicator represents the coefficient between the consumption of IT servers and the total consumption of a datacenter (for 1 kWh consumed by IT, the datacenter in questions needs 1.57 kWh at input). **The average PUE of the datacenters built by Cap Ingelec is between 1.28 and 1.4, depending on the level of resilience required.**





AIMS FOR 2025

ISO 14001 certification



We are moving towards an Environmental Management System (EMS) that will be affiliated to an Integrated Management System (IMS) through ISO 14001 certification. This is a voluntary approach that enables us to demonstrate our commitment to protecting the environment and managing our activities responsibly. This is an ISO certification, produced by the International Organization for Standards* and drawn up by experts from around the world to define best practice on the subject.

The aim of the ISO 14001 standard is to reduce a company's environmental impact, limit waste and adopt a more sustainable approach.

* International Organization for Standardization

6 major milestones will be pursued in 2024

- 1 A clear analysis of our main environmental aspects and the associated impacts.
- 2 The development of an action plan following the identification of our significant environmental aspects in relation to our activities.
- 3 Updating our environmental policy.
- 4 Verification of our environmental compliance.
- 5 Deployment of the action plan.
- 6 An audit.

ENVIRONMENTAL

GOALS FOR 2030

To promote environmental performance actions in our design and site supervision missions.

To contribute to the fight against climate change and commit to carbon neutrality by reducing and offsetting our greenhouse gas emissions.

To preserve natural resources by adopting eco-responsible behaviour at all our sites and worksites.

To decarbonise our customers.

To reduce our direct CO2 emissions.

To develop renewable and recovery energy.





pillar 03

03 SOCIAL

Cap Ingelec actively participates in the communities in regions where it is present and supports sport and community associations in particular through specific social projects. We once again distinguished itself through extensive support for programmes promoting social inclusion, and the fight against all forms of exclusion. We also supported initiatives promoting solidarity, sports and health.

SPONSORSHIP

A committed player

We actively participate in the communities in regions where it is present and supports sport and community associations in particular through specific social projects. We support programmes promoting social inclusion, and the fight against all forms of exclusion. We also support many solidarity, sports and health initiatives.



**L'INSTITUT DES MALADIES
DU RYTHME CARDIAQUE**

We support the Institut de Rythmologie et modélisation Cardiaque “Liryc”, by contributing to the funding of research and training projects. The institute aims to better understand and treat electrical dysfunctions of the heart, which are at the root of many cardiovascular diseases, thanks to one of the world’s most ambitious programmes in cardiac rhythmology. This type of project reflects our vocation to support initiatives in the fields of social and professional integration, and which improve health and well-being.



**BORDEAUX MÉCÈNES
SOLIDAIRES**

Since 2013, we have been a major sponsor and director of “Bordeaux Mécènes Solidaires”, a foundation set up to promote local and social initiatives, such as integrating young people in difficulty, combating isolation and precariousness, collectively integrating disabled children and supporting the return to employment. As part of this approach, we are keen to participate in the development of projects that promote the integration of people in difficulty into working life through sponsorship. Our Deputy Managing Director, Franck VIALAR, has been the chair of this foundation since 2022.



MOON

Moon is a French social enterprise that designs, develops and markets innovative energy and digital solutions for the inclusive development of rural communities in Africa. Moon’s mission is to provide people who have no imminent access to a centralised electricity supply with energy, digital and financial inclusion solutions. We are proud to support this company in its development and to help it achieve its goal of bringing the benefits of solar and digital energy to millions of homes in Sub-Saharan Africa.

SPORTS PARTNERSHIP

shared values

We support the development and practice of sport through our sponsorship of local sports associations. Sport is a powerful vector for the values shared by our company. Our involvement takes the form of financial support for our various partners, enabling them to concentrate on the development and success of the athletes they work with.



A long-term sponsor, with skipper Camille BERTEL

Cap Ingelec is strengthening its commitment to competitive sailing with Camille BERTEL for three years as the official partner of the two flagship races: the double-handed transatlantic race and the Solitaire du Figaro.



UBB, a long history of friendship, sport and solidarity

For many years, we have shared the same values as Union Bordeaux Bègles: team spirit, commitment and respect. We are continuing our commitment to the club and are proud to be able to support them every weekend.



Partner of the Saint-Jean-d'Ilac ASI Volleyball Club

Cap Ingelec is resolutely behind the Saint-Jean-d'Ilac volleyball club, where people are at the heart of the action, with benevolence, understanding, listening and humility being the key values.



Partner of Elan de Chalons-sur-Saône

Team spirit, surpassing oneself and respect for others: these shared values have encouraged our commitment to the Elan de Chalons-sur-Saône basketball club. The club's ambitions echo those of Cap Ingelec.

TEAMBUILDING

team spirit

We are convinced that cohesion and team spirit promote performance and success, and offer a wide range of collaborative activities to help enjoy yourself and strengthen your sense of belonging: team building, seminars, inter-company tournaments, participation in team marathons, rugby or football tournaments, etc.



ON THE WORKSITE

Our teams in action in the field, on turnkey projects.



ONBOARDING

new employees

Bespoke integration for a successful transition

As part of our commitment to the successful onboarding of our new employees, and particularly during a period of intense recruitment with 143 new arrivals in 2023 (30% of whom had being recruited trough referrals), we have introduced a series of measures to facilitate their adaptation and inclusion.

Introduction of custom integration coaching (CRIC)

- This scheme includes a “Cap Ingelec Integration Success Coach” dedicated to all new employees, enabling them to assimilate the culture, work processes and identify formal and informal networks as quickly and effectively as possible. Over their first few weeks CRIC helps to:
- Present the company’s operations,
- Facilitate integration into the team,
- Create useful exchanges.



Welcome by
the manager



HR integration



Integration lunch



Department
presentation

Our active recruitment policy provides for 150 new employees by 2023, to support our growth in France and internationally. We ensure that every stage of our recruitment process is transparent, fair and aligned with our values of inclusion and diversity. We also mobilise resources and personalised communication tools such as the welcome booklet, which introduces the company and supports new employees during their first few days at the company.





MORE BENEFITS

Profit-sharing

Incentive and profit-sharing bonuses are paid annually to employees. The amounts vary depending on the company's results, and there are two possibilities: investing the funds in a Group Savings Plan or adding the sum to May's salary.

Angel+ Health & Life Insurance

Covered up to 75% by the employer for the basic package, this complementary health insurance offers effective reimbursements for a wide range of treatments. Life insurance makes it possible to deal with life's accidents and protect yourself financially. Cap Ingelec did not hesitate to improve the benefits of this contract by going beyond the advantages imposed by our collective agreement.

Supplementary pension

Aimed at executives, this supplementary pension is 100% financed by the employer and provides an annuity that is locked in until retirement. It should be remembered that this non-mandatory scheme was set up to help our employees prepare for the end of their careers.

Employee share ownership

Our growth has been built on the respect and involvement of our employees. One concrete example of this commitment is the opening up of part of our capital to our employees. Initiated in 2017 and rolled out over six subscription campaigns, it has proved to be very popular.

2 days off to care for sick children

In order to improve the provisions of our collective agreement, Cap Ingelec has decided to grant 2 days for looking after a sick child. These days are per calendar year and apply to parents of children under the age of 16.

Restaurant cards

Each employee has a restaurant card with a current face value of €9.50 per full day worked. This is paid for by the employer at a rate of 60%, which is the legal maximum.

TSA

In 2023, the CSE (Works Council) signed an agreement on the introduction of the Time Savings Account (TSA).

Housing

A range of housing assistance schemes are available to our employees. Assistance with access to housing or mobility is possible, depending on legal eligibility criteria.



DISABILITY policy

We are committed to promoting the recruitment and retention of people with disabilities. We are historically committed to all forms of diversity and believe that developing a corporate culture in which discrimination is not tolerated in any form is part of our corporate social responsibility.

We firmly believe that every individual should have the opportunity to achieve their full potential at work, with appropriate support and facilities. We have a Disability Officer, Stéphanie VELAY, to make this vision a reality. She is responsible for coordinating actions to promote inclusion and is the main point of contact for employees. She provides them with ongoing, personal support. We organise poster campaigns in our offices to promote an inclusive culture demystify disabilities.

We also take part in DuoDay, an event that enables a disabled person to discover a profession by forming a duo with one of our employees. It is a valuable opportunity to share experiences and exchange ideas, and we wanted to make the most of it.



In 2023, we formed an initial team at our Paris branch with Sixtine GARNIER, BIM coordinator.

Our disability policy is part of a global vision, and although we are yet to attain the legal quotas, we are making continuous and targeted efforts to achieve them.

Stéphanie VELAY
BPHR and Disability



"We support our employees with disabilities in their administrative and professional procedures. This includes, for example, support in adapting workstations and working hours, and access to specific facilities".



5 actions in place and yet to come

1

Raising awareness and training employees about disability through communication campaigns and training.

2

Recruitment promoting the professional integration of people with disabilities.

3

Supporting employees in putting together an application for recognition as a disabled worker.

4

Keeping disabled people in employment by adapting their workspace.

5

Taking action by implementing a Disability policy.

TELEWORKING

Our first responsibility as an employer is to ensure that our employees can work in optimum conditions of comfort, health and safety.

As a driver of performance and balance, quality of life at work is a fundamental issue that deserves our full attention. After all, a company's employees, their skills and their development are what makes or breaks its success.

Another top priority is to maintain strong team cohesion. We're convinced that team spirit, social cohesion and mutual trust are the keys to fulfilment and well-being in the workplace.

As part of our commitment to the well-being of our employees, and our desire to reduce travel-related emissions, we have introduced a teleworking policy that offers the option of one day of teleworking per week. This also helps to improve work-life balance.

Our teleworking policy is governed by a charter that defines the expectations and procedures for teleworking, as well as the eligibility criteria. To ensure that staff can work properly remotely, the IT equipment was renewed in 2022 and we also deployed project management tools.



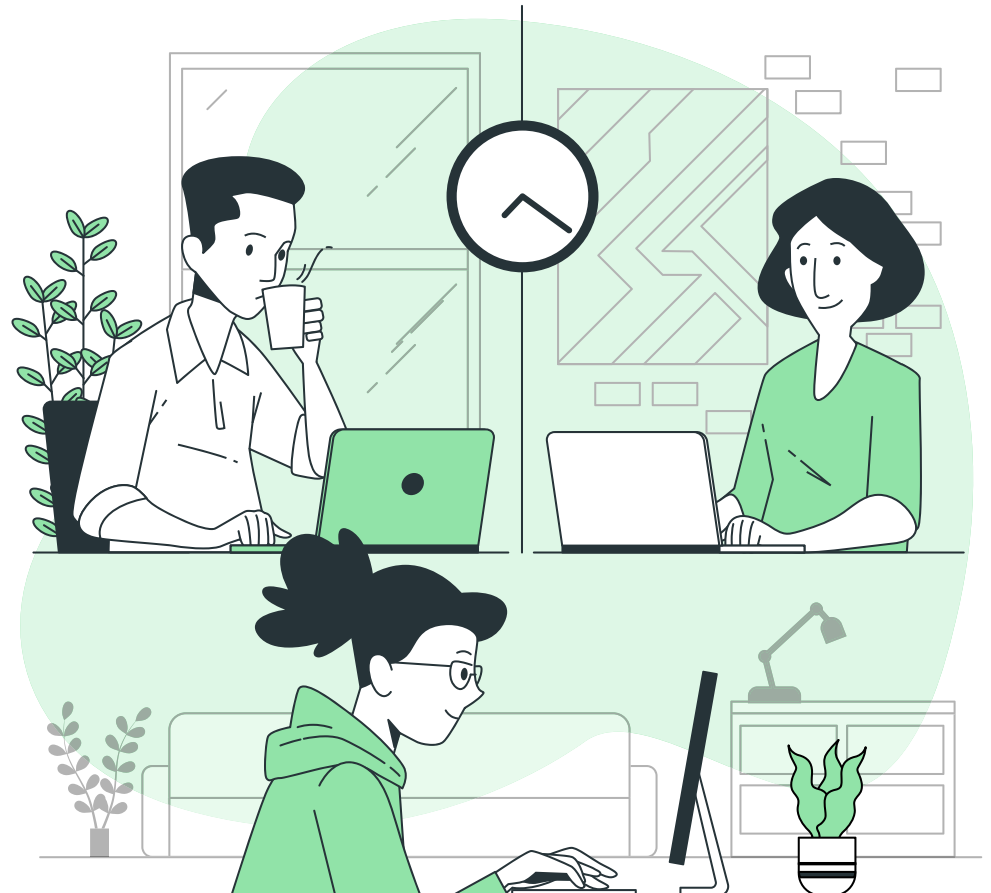
Equipment with connected tools that can be accessed remotely (communication software, video conferencing tools, etc.).



Drafting of a remote working charter detailing the eligibility criteria and application procedures.



Renewal of the IT equipment to provide each employee with a laptop and equipment suitable for teleworking.





QWL

Every day, we strive to fulfil our economic, social and environmental responsibilities through an ambitious HR policy that promotes equal opportunities and diversity of all kinds.

In 2023, we carried out an anonymous survey of all our employees to find out what they think about management, training and work-life balance. The vast majority of employees feel that the jobs they do and the tasks they perform are meaningful, and most feel that they are making a positive contribution to the Group's growth. The feedback has been taken into account to improve the day-to-day lives of our employees and enhance their skills. As 32% of employees felt that training dedicated to skills development was not always adapted to their needs, management doubled the 2024 training budget.

As proof of our commitment and investment, last November, we were awarded the "Commitment at the heart of our strategy" prize and the "Coup de cœur" prize in the Mieux Vivre en Entreprise awards for our initiatives to improve QWL within the company. Created on the initiative of the Rh&M Group, the Mieux Vivre en Entreprise trophy recognises and rewards companies that are committed to implementing a participative strategy for sustainable well-being in the workplace.

Goals for 2024: Deploying more actions to meet the need highlighted by employees in the QWL survey and developing an HRIS tool.



"We are both very proud and very moved to receive this trophy in recognition of our work and the commitment of all the Cap Ingelec teams"

Matthieu CALES
CEO

70 %
of employees responded to the survey, confirming the high level of internal mobilisation.

95 %
of employees find their managers kind and well-meaning.



"In order to stay in touch with the people on the field, management plans to travel more to have more contact with the teams in the branches and on our worksites and develop our business model based on listening, common sense and continuous improvement"

Franck VIALAR
Deputy Managing Director

96 %
feel fully in line with our values.

80 %
believe they will find a balance between professional and personal life.

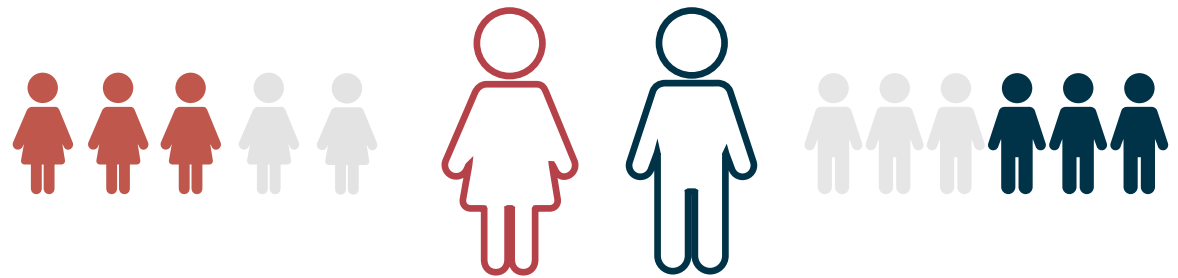
Promoting equality between **WOMEN** / **MEN**

We work in a sector where the majority of jobs are filled by men. As such, we are involved in the issue of professional equality, particularly in the context of individual pay rises and promotions. In terms of the Gender Equality Index, we have the highest score in both areas, reflecting our commitment.

For several years now, we have been working to achieve greater equality between men and women within the company. Promoting the career paths of our female employees, and particularly female engineers, is a major challenge.

The Gender Equality Index is a new initiative introduced by the government in 2018 to measure how effective companies are in achieving gender equality in the workplace. To establish their rating, companies must comply with five main criteria laid down in advance by law. We are going to continue our efforts with the aim of continuous improvement, particularly with regard to the pay gap, an area for which we did not receive full points.

The Executive Committee became more female in 2024 with the arrival of our Human Resources Director (Céline Lallier), our Finance Director (Anne-Sophie Wagner) and our Regional Director Île-de-France Datacenter (Coralie Padeloup).



For the year 2023, we have obtained a score of

84/100

34/40

The gender pay gap in the workplace

20/20

The difference in the distribution of individual

15/15

The gap in the distribution of promotions

15/15

The number of employees who receive an increase on returning from maternity leave.

0/10

The gap in the number of people of the under-represented sex in the 10 highest earners

AN ACTIVE TRAINING POLICY

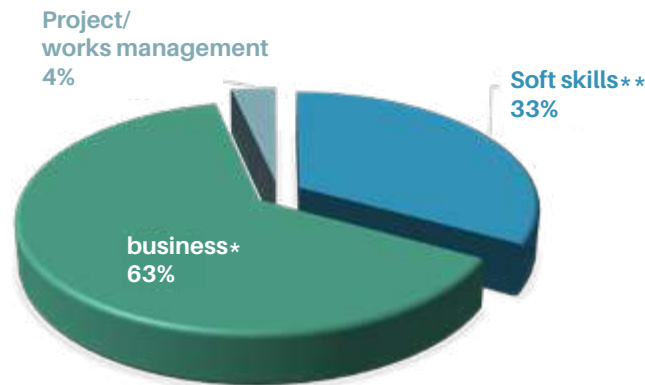
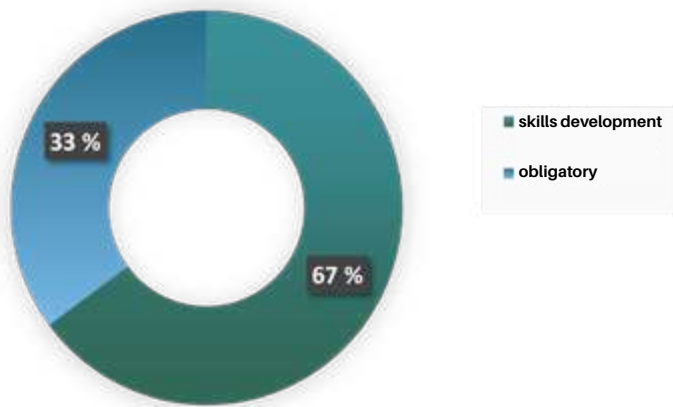
Training our employees is an essential pillar for developing their skills and participating in the company's development. We are committed to maintaining the employability of our all our employees and consolidating their expertise, which is why we pursue a dynamic training policy.

We are aware that our line of business is constantly evolving, so we encourage all initiatives to meet new market demands. Indeed, we see training not only as a key factor in competitiveness, , but also as a lever for retaining our employees and encouraging them to develop their skills.

In 2024, we set up a training committee, made up of 4 members of the Works Council, the Human Resources Director and the HR Development Department, with the aim of analysing the training plan and monitoring its progress throughout the year. The committee is also responsible for studying ways of facilitating ways for employees to express their views and opinions and for studying specific problems concerning the employment and work of young people and disabled workers.

Our 2024 target for training is linked to feedback from the QWL survey carried out in 2023. Thanks to these results, a strategy has been put in place to improve our process.

Breakdown of the 2023 training budget



* Special fluids, BIM, TIA 942...
 ** Management, priority management, stress management



A FRAMEWORK AGREEMENT WITH WALL STREET ENGLISH

In response to the results of the QWL survey, we signed a Framework Agreement with the training organisation Wall Street English. For those who would like to improve their level of English, we offer 50% co-financing for the METHOD PRO level.

19h/year
training per employee

5,523 h
of training

71 %
of our employees
have followed at least
one training course

1,39 %
of the wage bill
invested in training

Le Campus Européen d'Excellence de l'Ingénieur*

To further boost development, in early 2024 we created a skills development organisation: the "Campus Européen d'Excellence de l'Ingénieur" (C2Ei). Its aim will be to develop a unique place conducive to innovation, knowledge and skill transfer and entrepreneurship. The Campus will be a real place for sharing and exchanging ideas, and its activities will incorporate all the countries in which the company operates (France, Spain, Italy and Greece).

Located in Saint-Jean-d'Illac (33, France), it will have an in-house training school to pass on not only our technical expertise, but also our culture and values. In tune with its ecosystem, the Campus will also offer unique coworking spaces, with shared, collaborative and user-friendly workspaces. Finally, C2Ei will be offering a unique incubation programme to support innovative businesses and start-ups created by young people. Incubated entrepreneurs and young growing companies will benefit from bespoke support.

Objectives

1

To create an in-house training school to pass on our technical know-how and facilitate the integration and career development of our employees.

2

To create academic pathways to anchor our roots and further develop our strengths.

3

To develop an innovation centre as an incubator and offer coworking spaces.

4

To set up strategic partnerships with schools.

5

Be able to train customers and suppliers over time.

*European Campus for Engineering Excellence

Bertrand HOUSEAUX
Campus Director



"I'm delighted to be leading this ambitious project to help Cap Ingelec"



INTERNAL MOBILITY & REFERRALS

INTERNAL MOBILITY

To ensure our employees' career development and professional fulfilment, we have introduced an **internal mobility process**, which is a source of motivation and loyalty. This process enables employees to develop their skills, challenge themselves and pursue their career ambitions within the Group. At the Nantes Office, Julien Desmants, a former Project Manager, is now Office Manager.



Julien Desmants, Nantes Office Manager



STAFF REFERRALS

We also promote referrals, which are an invaluable recruitment vector, with 30% of new hires being recruited through referrals. Employees are invited to recommend qualified candidates within their network. This encourages more natural integration, thanks to the links that already exist between people.

Attract, develop and retain our employees to meet market demands and optimise our growth.
30 % OF RECRUITMENT IS ACHIEVED THROUGH REFERRALS.

103

young people have followed this in-house training course since 2015.



Graduate programm for young engineers

The talents of tomorrow will perpetuate our know-how, and so since 2015 we have been developing a bespoke internal training programme for young engineers. New for this year, the session ended with a visit to one of our construction sites in the Paris area. The visit, led by our HSE teams, gave the young engineers an insight into a technical installation in the datacenter sector and an understanding of the challenges we face every day.

OBJECTIVES

1

Personalised support from an expert tutor throughout the 8-month course, with 3 training sessions spread over the year.

2

Complete discovery immersion professions (design, management with projects, works...).

3

In-depth of our technical company to become familiar our values and our know-how.

4

An opportunity to develop skills and put them into practice on our large-scale turnkey projects.



Tatiana SORGUES (Datacenter Branch Manager) tutoring **Charlotte LANGLAIS** (HVAC Project Engineers), during the internal training course for young engineers, in Lyon.



7 subscription campaigns conducted

314 employee shareholders

72 % are shareholders

EMPLOYEE SHARE OWNERSHIP

By fully involving our employees, we can share not only financial success, but also decision-making and information. Opening up capital to employees helps to ensure the company's long-term future, and promotes an alignment of interests as well as internal cohesion. Today, 7 subscription campaigns have been carried out and 72% of employees were shareholders in 2023. The capital has also been opened up to the Spanish employees of Cap Ingelec Spain and our subsidiary Ingenova, in 2023.



CLÉMENT Project Manager (Lyon)

"I joined Cap Ingelec as an apprentice engineer in 2015. I was able to take advantage of employee share ownership after just two and a half years at the company. I did it because all the signs for staying with the company were positive and I thought it was a good idea to take advantage of this rare offer to make an investment for the future. The jump in the share price confirms this. I also liked the idea of being more involved in the results of the business. Finally, taking part in the company's Annual General Meeting provides a rare opportunity in the companies. Namely that of meeting employees at other branches who you talk to on the phone in person. It makes for a great annual get-together!"





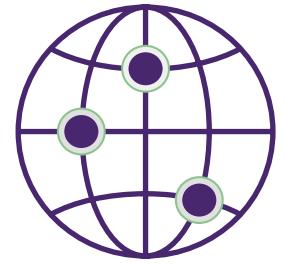
IT security is everybody's business!

Attempted phishing, viruses sent by email, scams involving the chairman... These days, it's absolutely essential to keep business networks secure. Faced with this IT risk, we have taken a number of steps to improve the security of our network and protect ourselves against cyber attacks.

Cybersecurity is a crucial issue for businesses. As such, we are making awareness of cyber risks a priority. It's no longer just a subject or even a project, but has become a real cornerstone.

We have stepped up our efforts to raise cybersecurity awareness among all employees. To this end, we have introduced SoSafe, a new, innovative and educational tool that provides a means to learn about cybersecurity basics and to protect against these new risks, both in the workplace and in our personal lives.

IT DEPARTEMENT



DIGITALISATION

In 2020, we started a digitisation process with the deployment of the electronic signature platform: DocuSign. This system significantly improves the process for signing our subcontracts, purchase orders and confidentiality agreements. The implementation of DocuSign is one of the cornerstones supporting our transition to "all digital" and therefore reducing paper printing.

The introduction of an IT charter allows everyone to become involved in data protection by adopting good practices: installation of new software by the IT department, more stringent password policy, email security, etc. For further protection, Cap Ingelec also deploys ANSSI-approved firewalls to prevent any intrusion onto the company networks, as well as onto other network management tools combined with improved security of the printing system.

These initiatives have enabled us to secure and optimise our internal processes, as well as significantly reduce paper printing to reflect our environmental values.

REDUCING PRINTING

As engineers, we produce a large volume of paper documents. In order to reduce the need to print, we have set up an intranet to facilitate document storage, and configured the printers for 2-column and/or double-sided printing wherever possible.



HSE

There are human, social and economic, commercial, technical and legal challenges behind security.



Our HSE strategy remains the same: to protect the health of our employees and improve safety on our sites on a daily basis while limiting our environmental impact. In 2023, we launched an ISO 45001 certification process, which will enable us to achieve continuous improvement in terms of employee safety. The challenges also include reducing risks on worksites and in branches, and maintaining and improving safe and healthy working conditions.

Our HSE policy is based on 4 key areas

The first priority is to **raising all our employees' awareness** of the golden rules that can save lives, with presentations in the various branches and on worksites.

The second is based on **sharing experience with the introduction of a guide to good HSE practice**. As a result, we have stepped up internal communication to share best practice from certain worksites with all our employees.

Thirdly, we have **digitised our health and safety processes** with a tool for reporting dangerous situations and good practice, which is distributed during the safety talk at the start of a project.

Finally, the **strengthening our health and safety culture** remains a cornerstone of our HSE policy, with the aim of instilling the golden rules for limiting and controlling risks into our habits and behaviour.

8 GOLDEN RULES that save lives

- 01** I check the **lack of energy** before any work.
- 02** I do not go under a **lifting load**.
- 03** I am visible and I position myself **outside the traffic zone** of a construction machine or vehicle.
- 04** I do not intervene at height if there is **no protection**.
- 05** I only go down into a **safe trench**.
- 06** I keep my working environment **tidy**.
- 07** I wear my **PPE**.
- 08** I report any **hazardous situations** and implement remedial actions.

CAP INGELEC



Compliance with SAFETY RULES

is a duty in all circumstances and at all workstations

We supply personal protective equipment (PPE) that is specific to our activity. As a result, all staff working on a site or in the workshop receive a safety helmet, a high-visibility waistcoat and safety shoes as soon as they arrive. The rest of the PPE is supplied on request, depending on the risks identified. Exposure to risk during these phases is real. Cap Ingelec regularly updates its single document, which lists the safety instructions applicable during on-site missions, and regularly ensures that they are applied.

Fire safety has been a key focus for 2023, with the deployment of autonomous fire detection devices on some of our worksites.

We have carried out training and evacuation tests in our branches and on our worksites.

In 2023, the HSE team sent out monthly HSE news flashes on various topics. The themes of waste, the safety tunnel and many others were highlighted and presented to employees to raise their awareness and encourage them to take responsibility.

3rd Environment, Health & Safety Day in November 2023.

The day was an opportunity to present the HSE initiatives already in progress, with contributions from employees who have experienced accidents in the workplace to raise awareness of health and safety on worksites.



We have also introduced a **green worksite charter** to help control the environmental impact of our worksites. This enables us to affirm our commitment to environmental protection, as well as to the cleanliness of our worksites and waste sorting.

HSE INDICATORS



2,79

Frequency rate (FR1)
Number of lost-time accidents per million hours worked.

9,75

Frequency rate (FR2)
Includes all reported accidents at work, whether or not they resulted lost-time.

0,13

Seriousness rate
Measures the seriousness of accidents at work by dividing the number of days of lost-time by the total number of hours worked.

2

Number of lost-time accidents.





WORKS COUNCIL

Social and Economic Committee



The Works Council, a key player in company life and social dialogue

The members of the Works Council are elected for a period of 4 years, currently from 2022 to 2026. They play a crucial role in protecting employees' rights and improving their working conditions. The CSE is consulted on the company's strategic orientations, economic and financial situation, social policy, working conditions and employment. It also contributes to promoting health and safety and carries out investigations into workplace accidents and occupational illnesses.

Finally, the Works Council manages social and cultural activities for employees, such as end-of-year gifts, holiday vouchers and subsidies for sporting or cultural activities.

The elected members of the Works Council are:

William Bidin, Séverine Blanchet, Alexandre Caillavet, Maxime Guyonnet, Fabienne Herriberry, Greg Lange, François Maubaret, Pascal Sibot, Grégory Suet, Laetitia Omer and Yacine Zebbar.

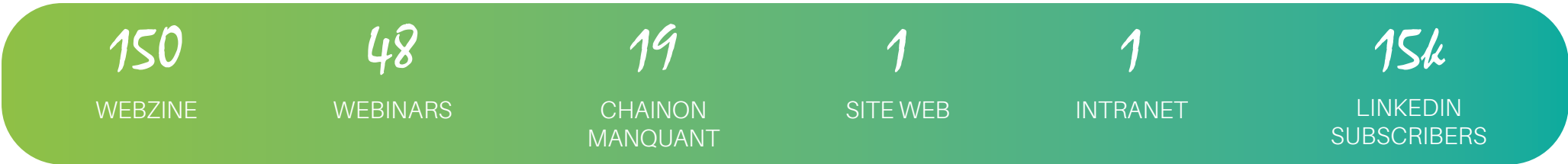
Resources for disseminating information

Sharing and disseminating information is essential. A monthly internal newsletter “the Webzine”, an annual company magazine “Le Chainon Manquant” and a website. Cap Ingelec communicates both internally and externally. Our company is also present on LinkedIn and Youtube.

Webinars are organised at the end of the week, and take the form of a 30-minute video presentation on topical issues for the company. With around fifty webinars organised since 2021, we have been able to present a range of subjects, from the IT Department’s roadmap to employee share ownership, as well as focusing on some of our own projects and areas of expertise.

Intranet: migration to a new tool in 2024.

Other essential tools include the various marketing materials that highlight our values and activities. The Communications Department also organises events such as **seminars, trade shows, theme days** (CSR, Environment, Health & Safety, etc.).





Dedicated officers to improve communication

In order to promote an inclusive and respectful working environment, below you will find below the contact details of those who play a role in employee well-being.



1 CSR OFFICER

CSR is a voluntary approach by which we integrate social, environmental and economic considerations into our activities and our interactions with our stakeholders. Our **CSR Officer** is **Claire Winter**.



1 GDPR OFFICER

The **GDPR Officer's** role is to provide information, advice and internal control. **Sarah Deveau** is in charge of data management.



1 DISABILITY OFFICER

Stéphanie Velay is the **Disability Officer**. She is responsible for guiding, informing and supporting people with disabilities in our company.



3 HARASSMENT OFFICERS

Sandra Bihlet, **Séverine Blanchet** and **Yacine Zebbar** have been appointed as **Harassment Officers** to ensure a healthy working environment, meet legal requirements and support employee fulfilment. Their role is to mediate in cases of proven harassment between the parties involved, and to arbitrate impartially and fairly in the event of disciplinary action being taken.

GOALS FOR 2030

SOCIAL

1

Guarantee employees working conditions that promote their safety and well-being.

2

Promote human wealth in all its diversity and multiculturalism.

3

Support employees in development and skills enhancement initiatives as part of their career path.

4

Facilitate internal communication within the company and encourage social partners to be involved in the Group's decisions.





CSR

INDICATORS



CSR

INDICATORS

Key figures	2023
Full Carbon Footprint	57796 tCO ₂ e
Carbon Footprint Scope 1	655 tCO ₂ e
Carbon Footprint Scope 2	21 tCO ₂ e
Carbon Footprint Scope 3	57 120 tCO ₂ e
Number of employees with ethics training	0
Number of reported cases of breaches of business ethics	0
Number of confirmed corruption incidents	0
Number of confirmed information security incidents	0
Kilometres travelled by train on business trips	723 462 km
Carbon footprint associated with train km (tCO ₂ e)	2,5 tCO ₂ e
Kilometres travelled by plane on business trips	927 087 km
Carbon footprint associated with plane km (tCO ₂ e)	135 t CO ₂ e
Kilometres travelled with hire cars	79 488 km
Production of renewable energy	10 555 kWh
Electricity consumption (partial scope) (kWh)	1 042 600 kWh
Gas consumption	139790 kWh
Water consumption (partial scope)	900 m ³
Total weight of waste produced in the office (t) in 2024	1,523 t
Total weight of waste produced on site (t)	0,361 t
Total weight of WEEE (t)	0,353 t
Percentage of women in managerial positions (senior executives)	16%
Percentage of female employees in the organisation as a whole	21%
Number of hours worked	717 876 hours
Number of work-related accidents	15
Number of lost-time accidents	2
Frequency rate 1	2,79
Severity rate	0,13
Average number of training hours per employee	19,37 hours
Number of employees trained in safety	208
Number of employees trained in harassment and discrimination	3
Number of disabled employees (FTE)	11,60 ETP
Overall Ecovadis score	64
Environment Score	70
Social Score	70
Ethical Score	50
Responsible Purchasing Score	60



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Claire Winter - CSR Officer





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COMMITTED & ENGINEERING