



●
2022
Integrated
annual report





“Step into the void” at Aiguille du Midi
Apave Risk Assessment - 2015

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of the Board of Directors
Philippe Maillard, Group
Chief Executive Officer

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“Acting as a trusted partner to make the world safer, more sustainable and a source of shared progress”

The world is facing major challenges: climate change, social transformations, the digitisation of the means of production and consumption, the greening of our practices and the economy, the evolution of the geopolitical balance... all of which are giving rise to new sources of risk that must be anticipated and managed to enable society to find a new global balance. With a rich 150-year history and a workforce of 13,000, Apave has always kept pace with its clients' ever-changing risks whether they be technical, human, environmental or digital. We are pursuing our mission as a “trusted third party” by putting the Group's Purpose into action: “Acting as a trusted partner to make the world safer, more sustainable and a source of shared progress”. A guiding light for us all.

Rémi SOHIER
Chairman of the Board of Directors



Philippe MAILLARD
Group Managing Director

As 2022 has once again proven, the times in which we are living confirm the importance and urgency of collective action in addressing the consequences of the disruptions that are arising: devastating fires, water shortages, heatwaves, deteriorating air quality, industrial accidents, cyber attacks, the energy crisis, geopolitical conflicts... Disruptions with major consequences that have a direct impact on health and the economy, on both an individual and global scale. But we can still turn the tide and this is an opportunity we must seize! How? By working at every level, whether that be individual or collective, by better anticipating risks that may arise by tackling their causes and sources rather than their consequences, and by restoring collective trust: the only guarantee of sustainable effectiveness. For Apave, 2022 will have been a year of transition and the acceleration of our commitment to supporting the transitions of the 21st century, notably in connection with the work undertaken to define our new sustainability strategy for 2030, initiated with the implementation of a targeted 2023-2025 action plan. Our firm conviction: there can be no successful, lasting transition without Safety and Trust!





Apave, a Group at the heart of the transitions

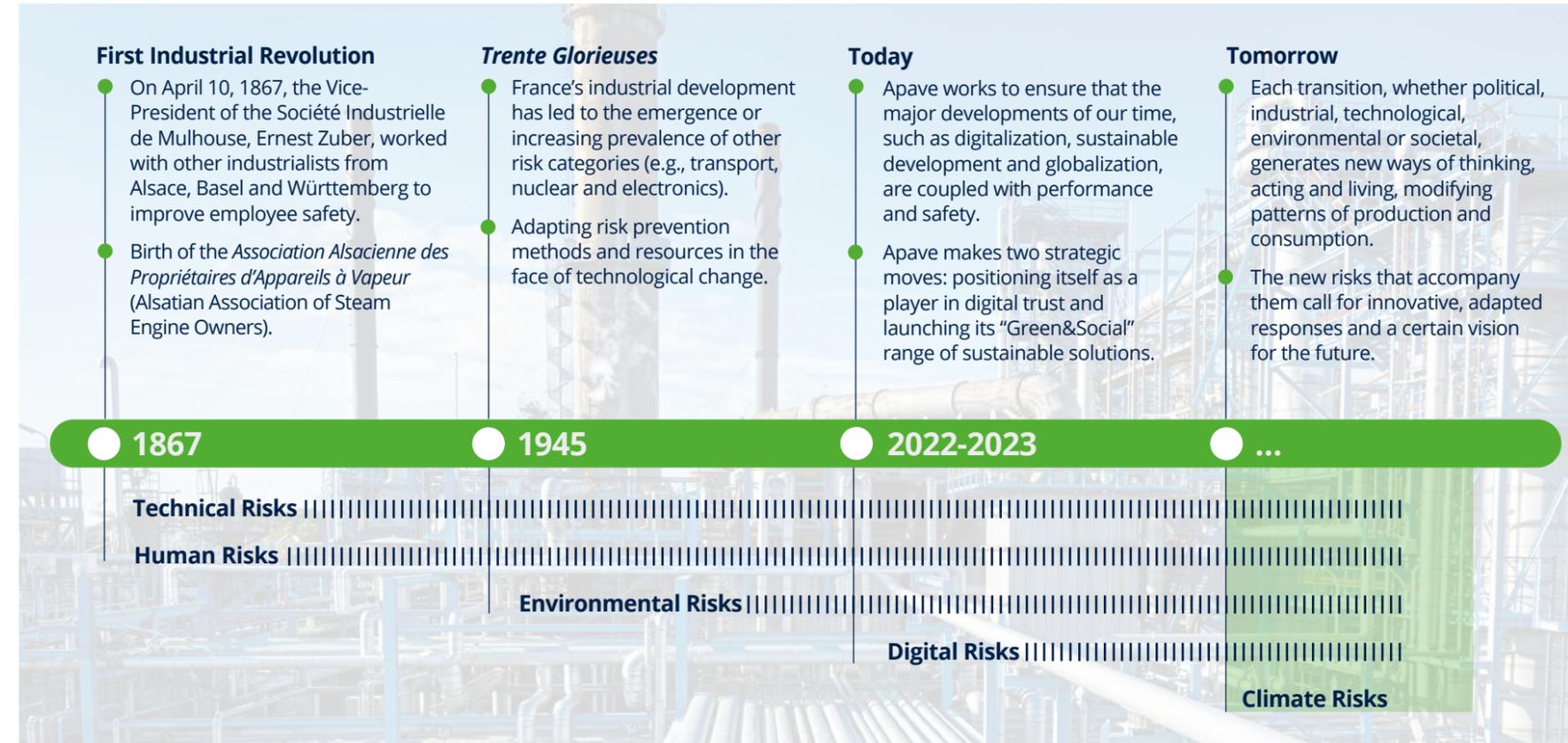
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A 150-year history of risk management



“Progress is only worthwhile if it doesn’t compromise the lives of individuals.”
Ernest Zuber



2022, A YEAR AT THE HEART OF TRANSITIONS

With the war in Ukraine, the energy crisis and inflationary prospects, the year 2022 upset certain geopolitical, social, energy and economic balances. In addition, mega-fires, unprecedented droughts, record rainfall and new heatwaves have heightened our collective awareness of the need to step up our efforts to combat climate change.

WHAT ABOUT TOMORROW?

The coming decade, from 2023 to 2030, will be crucial in terms of everyone’s ability to commit to, and succeed in, the complex transformations that lie ahead with conviction, optimism and pragmatism. At the heart of the action, the Apave Group will focus on developing and disseminating its expertise in human, technical, environmental and digital risks, in line with its 150-year history and its Purpose..

CLIMATE AND CYBER RISKS¹

A look back at the 17th edition of the Global Risks Report from the World Economic Forum

This year, the World Economic Forum has once again identified the tensions resulting from divergent trajectories within and between world nations, and examined the potential risks that these tensions could entail. The 2022 report highlights the implications of these risks for individuals, governments and businesses. In this respect, the Apave Group is closely monitoring the emergence, development and evaluation of the severity of existing and future risks. For the next five years, respondents to the World Economic Forum Survey once again point to societal and environmental risks as being of the greatest concern. However, over a ten-year timescale, the health of the planet dominates concerns: environmental risks are perceived as the five most critical long-term threats to the world, and the most potentially damaging to people and the planet. Failed “climate action”, “extreme weather conditions” and “the loss of biodiversity” rank in the top three most severe risks. In addition, technological risks, such as “digital inequality” and “cyber security failures”, are other critical short- and medium-term threats to the world, according to respondents. However, they drop down in the long-term rankings and none of them appears among the most potentially serious risks, pointing to a possible blind spot in risk perception.

Identifying the most serious risks worldwide over the next few years



Source: World Economic Forum Global Risks Perception Survey 2021-2022

1. World Economic Forum, The Global Risks Report, 2022 https://www3.weforum.org/docs/WEF_The_Global_Risks_Report_2022.pdf

Our business model in the face of the decade's challenges

Climate change | Loss of biodiversity | Disruption of nitrogen and phosphorus cycles | Changes in land use | Ocean acidification | Global water use | Stratospheric ozone depletion | Chemical pollution | Rising levels of aerosols in the atmosphere

(Source: Donut Theory)

A contributive Purpose ▶ "Acting as a trusted partner to make the world safer, more sustainable and a source of shared progress."

Guaranteeing SAFER progress

Promoting MORE COLLECTIVE progress

Building MORE SUSTAINABLE progress

Defending COLLECTIVE progress ACCESSIBLE TO ALL

Presence across the entire TIC* value chain, complemented by training, consulting and technical support

Human resources and intangible assets

Talented teams who take pride in their work

13,000 employees, mainly engineers and technicians

A common path built over 150 years in France and around the world

Unique expertise, experience and know-how

Intellectual resources, knowledge, expertise and risk management regulations, complemented in particular by the technical

know-how and acquired experience of each of our employees.

A strong long-standing brand and growing brand awareness

Financial health and resources

The company's short-, medium- and long-term economic health is reflected in acquisitions made using shareholders' equity.

Vigilant use of natural resources

5 complementary business activities



...in response to **4 major risks**, in over **50 countries**, with sector-specific expertise impacting a large spectrum of stakeholders

Boosting multiple value creation

Societal value

- Ensuring compliance with regulations governing economic activities
- Contributing to building and strengthening trust between stakeholders
- Working in meaningful professions, serving the common interest
- Innovating for a safer, more sustainable world that promotes shared progress

Social value

- Accelerating the development of Apave's human capital and that of our clients
- Guaranteeing quality of life and working conditions for our employees

- Offering our trainees quality learning conditions and a welcoming environment
- Supporting clients in successfully implementing their social policies

Environmental value

- Proposing solutions to prevent sources of pollution (air, soil, water)
- Proposing solutions to preserve and enhance the environment
- Proposing solutions to mitigate climate change
- Supporting our clients in their voluntary environmental initiatives

Economic value

- Accelerating the performance of equipment and organisations
- Sharing the value generated by the Group through employee shareholding
- Contributing to the growth of local job pools, in France and around the world

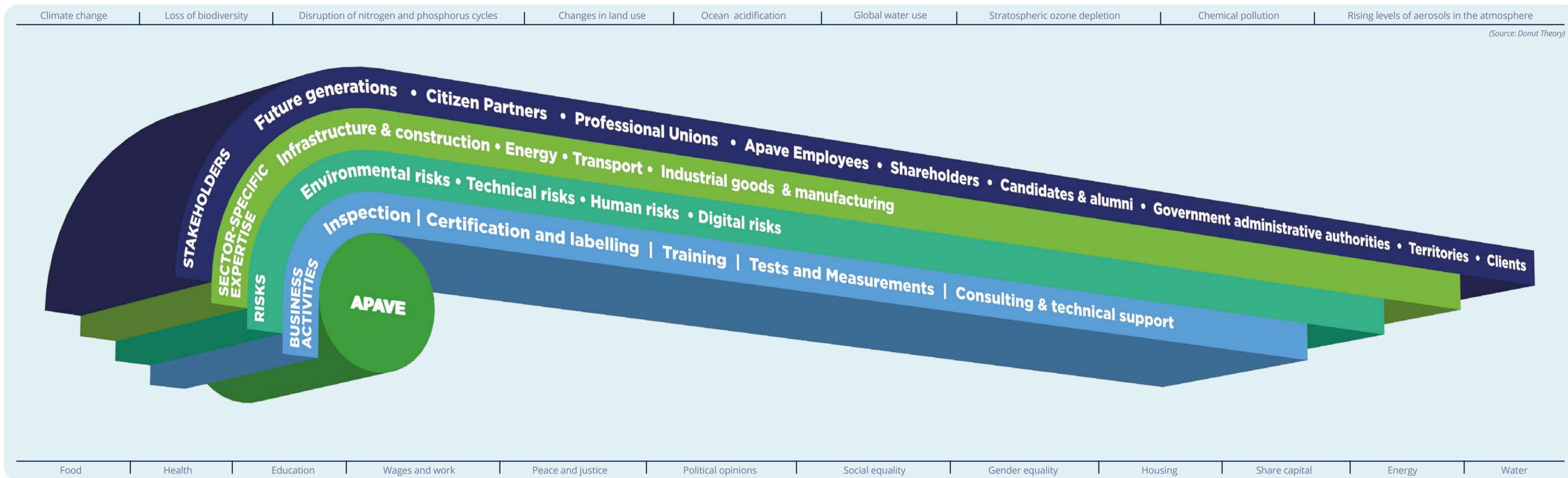
A role to play in sustainable transitions

- Environmental transitions
- Energy transitions
- Social transitions
- Digital transitions

*Testing, Inspection and Certification

Food | Health | Education | Wages and work | Peace and justice | Political opinions | Social equality | Gender equality | Housing | Share capital | Energy | Water

● Our business model in the face of the decade's challenges



• **2022 Key Figures** (Group figures, except*: UES France)

+ 1.08 billion euros
in turnover
(+ 9 % vs 2021)

24%

share of Group turnover
generated internationally
(+ 5 points vs 2019)



70%
is the subscription rate for
the employee shareholding offer

13,000
employees

130
agencies operating
in France, 38 in Spain

170
training centers
worldwide

18
industrial test centers

● **EMPLOYEE ENGAGEMENT**
50%
+ 3 points vs 2020
(according to Opensquare barometer)

● **CLIENT SATISFACTION NPS**
+ 36.5
vs 36.1 in 2020

● **SPONTANEOUS NOTORIETY**
62%
+ 6 points vs 2020

● **PROPORTION OF WOMEN ON OUR TEAMS**
26.7%

3 entities

joined the Apave Group
in 2022, bringing their
expertise in specific fields:

NUMIP
A company specialised in
engineering, construction,
maintenance and
production of nuclear power
plants and treatment plants
(Slovenia)

CAT
A player in professional
training in the Centre-Val de
Loire region (France)

INSPEXION
An inspection marketplace
that matches qualified
inspectors with client
requests

● **EMPLOYEE TRAINING**
27.47 | **83%**
training hours per employee | trained employees*

● **EXTERNAL TRAINING**
415,000

client trainees were trained at Apave training centres and specialised subsidiaries. This enabled them to maintain or improve their employability by obtaining qualifications or certificates.

● **SAFETY**
5.12 Workplace
accident
frequency
0.18 Workplace
accident
severity rate

● **GREENHOUSE GAS EMISSIONS**
8.4
tonnes of CO₂
equivalent per
employee

✓ **2022 DISTINCTIONS**

● **Ecovadis**
Gold Level (74/100)



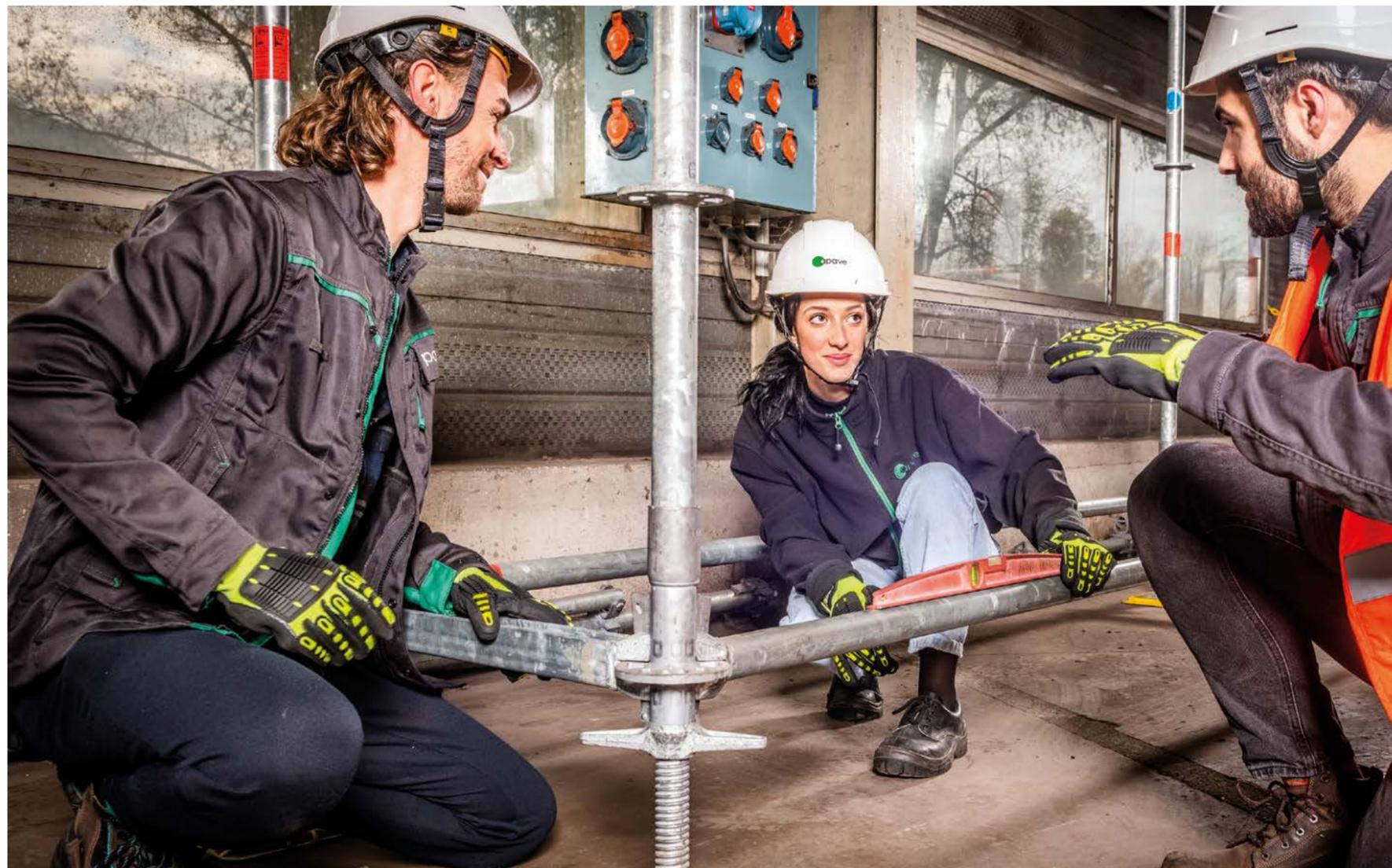
● Employee shareholder
"Favorite" award



● 2022 list of the
most responsible
companies - Le Point

● Ranking of recruiting
companies (Le Figaro):
Apave ranked 56th

The Apave Group in brief

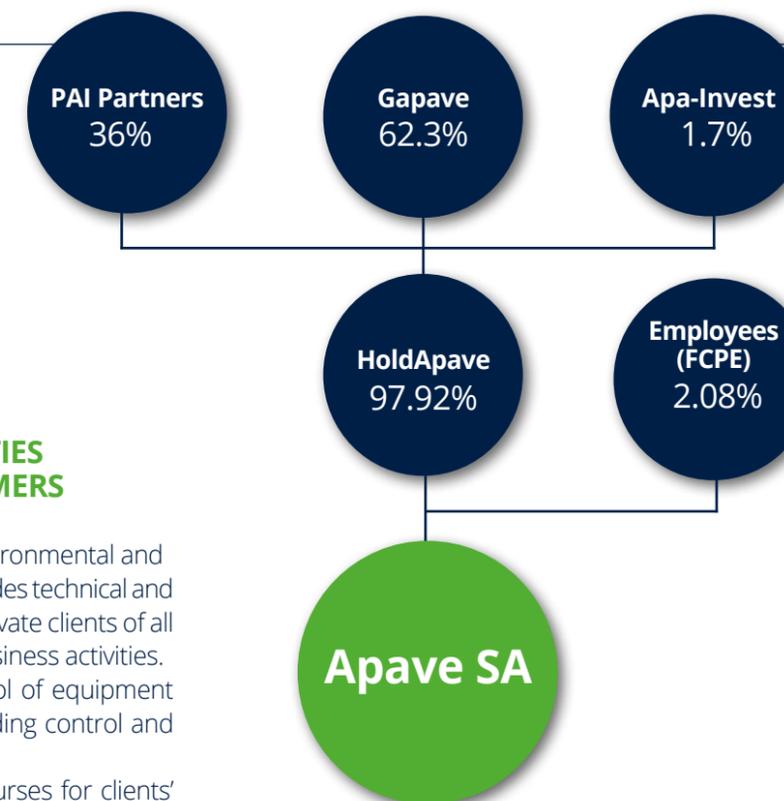


APAVE, 5 BUSINESS ACTIVITIES AT THE SERVICE OF CUSTOMERS

A specialist in technical, human, environmental and digital risk management, Apave provides technical and intellectual services to public and private clients of all sizes, through 5 complementary business activities.

- **Inspection:** inspection and control of equipment systems, fire safety, technical building control and worksite safety
- **Training:** professional training courses for clients' employees
- **Tests and Measurements:** product and materials testing, environmental analysis
- **Certification and labelling**
- **Consulting & technical support**

These services are all aimed at improving the safety of people and goods, and the performance of equipment or organisations. These services are provided either in a regulatory (mandatory) context or a non-regulatory (voluntary) context.



The Apave Group's shareholder model evolved in 2021 with two important events:

- the opening of capital to a growth partner in July 2021: PAI Partners now owns 36% of our capital alongside the Gapave association (Groupement des Associations Apave), which remains the majority shareholder,
- the creation of an employee shareholding scheme, which has enabled 70% of French employees to make personal investments to become Group shareholders.

Today, the Apave Group has a unique shareholder structure, with 3 shareholders:

- Gapave, the association holding the majority of our capital
- PAI Partners, European investment fund
- Our employees

The alliance of these 3 shareholders enables Apave to combine public interest and financial resources to serve businesses that are essential to the lives of people and to society.

APAVE, A UNIQUE BUSINESS MODEL

Founded in 1867, the Apave Group's business model has evolved over time to keep pace with the realities of the market and its clients. After almost 150 years as an association, Apave has been a private company (société anonyme) since 2011, with subsidiaries in France and internationally, enabling it to carry out its activities and meet the needs of its clients.

The Apave Group in brief

APAVE, AS CLOSE AS POSSIBLE TO ITS CLIENTS' NEEDS

Historically, Apave has been involved in all sectors: infrastructure and construction, nuclear power, renewable energies, industrial goods/manufacturing, rail, aeronautics, space, healthcare, local authorities, tertiary, agri-food, environment...

To support its clients as effectively as possible, in France and internationally, Apave is organised into 4 cross-functional Sector Lines:

- Energy (nuclear, hydrogen, gas, oil industry, renewable energies, etc.)
- Infrastructure & Construction
- Industrial goods & Manufacturing
- Transport (rail, aeronautics, space, new mobility, logistics)

MORE THAN 8,000 ENGINEERS AND TECHNICIANS WORLDWIDE

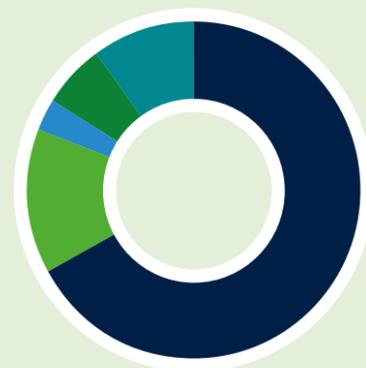
To carry out our activities, Apave and our subsidiaries hold external accreditations (approvals, certifications and qualifications) which guarantee our quality control system and demonstrate our technical expertise and independence.

The Group develops and maintains leading-edge expertise in the following technical fields:

- Electricity
- Mechanics
- Pressure
- Infrastructure & Construction

- Energy & Environment
- Safety & Health Quality
- Digital and cyber security

BREAKDOWN OF THE APAVE GROUP'S TURNOVER IN 2022 BY BUSINESS ACTIVITY



- **67%** Inspection
- **14%** Training
- **10%** Tests and Measurements
- **6%** Consulting & technical support
- **3%** Certification and labelling

A LOCAL PLAYER IN FRANCE AND INTERNATIONALLY

Apave operates in close proximity to its clients, thanks to its network of 130 branches in France and 38 in Spain, covering all territories. Apave also boasts

170 training centres around the world, providing state-of-the-art technical training to 415,000 trainees every year. Apave is present in over 50 countries, including 10 "key" countries (France, Spain, Italy, Morocco, Tunisia, Senegal, Ivory Coast, Cameroon, India and Vietnam). This international presence is gradually being expanded around priority development zones: Europe, Africa, the Middle East and South-East Asia. In 2022, the Group's acquisitions contributed to this targeted growth.

Locations are listed and updated on the [apave.com](https://www.apave.com) website.

Apave is a member of a number of organisations supporting the responsible transformation of companies.

For example:

- Entreprise pour l'Environnement (EpE)
- Communauté des entreprises à mission (Cercle des OTI Société à Mission)

Apave is an active member and contributor to professional federations in its fields of activity, and to associated commissions:

- Filiance, for France
- TIC Council, Fédération internationale des acteurs du TIC (Testing, Inspection & Certification).



Our job is to enable our customers to do theirs safely.



Rémi SOHIER
Chairman



Philippe MAILLARD
CEO



ORGANISATION AND GOVERNANCE

The Apave Group is structured around 6 operating entities (France – Apave Exploitation France and Apave Infrastructures et Construction France –, Specialised entities, International, Digital, OSAC) and 10 cross-functional departments.

Apave Group governance is organised around a Board of Directors and an Executive Committee.

The Board of Directors (CA) determines the direction of the Group's activities and oversees their implementation. 31% of its members are women. It is supported by **4 Committees**:

- Strategic Committee
- Nomination & Remuneration Committee
- Audit & Risks Committee
- Ethics & CSR Committee

The Executive Committee, under the responsibility of the Chief Executive Officer, is the Apave Group's management body. It implements the strategic orientations determined by the Board of Directors and ensures the operational management of the Group. It comprises 10 members, 30% of whom are women.

● The Apave Group in brief

CSR GOVERNANCE

Corporate Social Responsibility issues are dealt with at several levels within the Group, as illustrated in the diagram to the right. Each of these bodies met several times in 2022 to monitor the Group's progress and achievements in this area, with a particular focus on defining the new CSR strategy for 2030.

2021-2025: AN AMBITIOUS AND REALISTIC DEVELOPMENT AND TRANSFORMATION PLAN

In early 2021, the Apave Group announced the launch of a new five-year strategic plan 2021- 2025, with the aim of accelerating its growth, notably through a sustained external growth dynamic, in order to join the Top5 global sector leaders. An ambitious and realistic transformation plan, making symmetry of attention (engaged employees, satisfied clients) a key issue.

Thanks to sustained organic growth and targeted acquisitions, the Apave Group has recorded sales in excess of one billion euros for 2022. This symbolic threshold confirms the Group's ability to achieve its medium-term strategic goals. Two strategic moves were made by the Group in 2022:

- **Creation of Apave Digital**, a subsidiary specialising in digital risk management, with two ranges of offerings: cyber security and data protection. This



new subsidiary brings together the teams, offerings, expertise and accreditation of the entities acquired by Apave over the past two years in the digital services sector (OPPIDA, LSTI, SixFoixSept...) and recognised in this market.

- **Launch of our "Green&Social" range of solutions** designed to support our clients in their sustainable transitions and help them meet the

societal and environmental challenges of today and tomorrow.

These two major strategic moves confirm the Apave Group's position as a committed player, and will enable it to better support its clients in their own digital, ecological, social and societal transitions, by understanding and anticipating the new risks they entail.



A PEOPLE-ORIENTED GROUP

In 2022, Apave relaunched its Group-wide client (SpeakUp Clients) and employee (SpeakUp Collaborateurs) consultations. The results are as follows:

- employee engagement rate up by **3 points** (to 50%)
- a positive NPS (Net Promoteur Score): **+ 36.5**
- an increase in spontaneous awareness: **62%** (+ 6 points vs 2020)

Apave continued to roll out its ambitious recruitment plan, with the integration of 1,500 new talents in 2022 and the implementation of specific measures to promote successful onboarding.

The momentum initiated in 2022 will continue into 2023, with the aim of accelerating the Group's contribution to the successful transitions of today and tomorrow.

Some client feedback



Quality of the client relations and the skills of the technicians involved.

Proximity, availability and professionalism.

A relationship based on trust, responsiveness and efficiency.

Responsiveness, quality of answers and choices in relation to the requested subject.

The responsiveness and quality of the training department.

Very professional, attentive and responsive.



● **Apave, a committed group transforming itself in accordance with its Purpose**

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• **Our Purpose, the foundation of the Group's responsible transformation**

“Acting as a trusted partner to make the world safer, more sustainable and a source of shared progress”

- The Apave Group's Purpose expresses the contribution that Apave and its 13,000 employees wish to make to the world of today and tomorrow.
- The CSR strategy that we have been co-constructing since mid-2022 aims to accelerate and give concrete form to the Group's actions in 4 areas of commitment:

- 1 Guaranteeing safer progress
- 2 Promoting more collective progress
- 3 Building more sustainable progress
- 4 Defending shared progress, accessible to all

• **4 areas of commitment**



Guaranteeing safer progress

Safety is the foundation of all progress. Preventing, controlling and managing risks guarantees performance and supports innovation. It is the starting point for the Apave Group's actions, strategic choices and the growth of its operations. Apave's 13,000 employees put their expertise and solutions at the service of their clients, enabling them to do their jobs safely. Every year, Apave pursues an active risk prevention policy aimed at its teams, with the goal of achieving "Zero Accidents" whether on the road, on clients' sites or on company premises. On a day-to-day basis, they apply the 8 safety principles defined by the Group, establishing a genuine culture of safety within the company.



Promoting more collective progress

Progress is built collectively. As a recognised and accredited third-party organisation (COFRAC*), Apave positions itself as a trusted partner to its clients, providing its expertise and adapting to their specific challenges and to new regulations. Throughout the world, the Apave Group relies on the commitment of its employees and their desire to be trusted partners. And because progress must be shared, Apave trains its teams and shares its expertise with its clients, so that they become active players in safety.

* List of accredited sites and scopes available at <http://www.cofrac.fr>



Building more sustainable progress

Progress must be sustainable and contribute to preserving human life and the life of ecosystems. To make progress on climate action, in 2022 Apave carried out an extensive measurement of its greenhouse gas (GHG) emissions, based on GHG Protocol. Beyond that, the Group's 13,000 employees are also involved in individual and collective initiatives to protect the environment.



Defending shared progress, accessible to all

To be sustainable, progress must be as equitable and inclusive as possible. As a service provider, Apave strives for greater inclusion, collective well-being and solidarity, so that every employee can thrive with commitment and pride..

1 Guaranteeing safer progress

#ApaveSafetyMonth... because safety is essential for everyone

In April 2022, Apave rolled-out a “Safety Month” programme for its employees, aimed at promoting the prevention of work-related accidents and illnesses in France and internationally.

3 major initiatives were carried out:

- Renewed awareness raising on the 8 safety principles as part of the “Objective: Zero Accidents” (OZA) (Objectif Zéro Accident) programme.
- A video competition for teams in France and internationally was launched on a safety-related theme (vigilance, team spirit, falls from height, etc.).
- “Safety Day” Live sessions were organised on 28 April 2022 in the form



of digital events hosted by the Group CEO and members of the Executive Committee. They brought together almost a thousand employees simultaneously.

8 safety principles as part of the “Objective: Zero Accidents” (OZA) programme.



Training on first aid and life-saving techniques

Around forty employees took part in an Introduction to First Aid (IPS) session delivered by the French Red Cross at Apave’s Courbevoie headquarters on 15 September 2022. This initiative is part of the

Group’s Health and Safety policy. Its aim is to help people understand and, above all, practice life-saving techniques. First aid reference cards were also distributed at all sites in France.



40 employees took part in a First Aid training session.



Eurocontrol, Spanish subsidiary, ISO 45001 certified



At the end of 2021, Apave obtained ISO 45001 certification for its Occupational Health and Safety Management System, for its France-based operating entities. Six months later, its Spanish subsidiary, Eurocontrol, was certified. This certification reinforces the Group’s commitment to the day-to-day protection of both its employees and its clients. Obtaining this certification confirms Apave’s commitment to the prevention of Health & Safety risks, through the implementation of effective policies and objectives to:

- Improve employee safety
- Reduce workplace risks
- Create better and safer working conditions

2 Promoting more collective progress



Macedonia



Vietnam



Italy



Oman



Spain



Ivory Coast

● Training for 100% of Group managers

After having rolled-out a training module entitled “Managing remotely” to all Group managers in 2021, Apave continues to invest heavily in new training programmes in line with its strategic plan. In 2022, almost all managers in France and internationally were trained in the “Managing teams effectively” module. Sessions were held in person at local sites (France, Spain, Italy, Senegal, Ivory Coast, Vietnam, etc.).

● Some manager feedback

- “Essential in our business, management fundamentals”
- “Lots of practical cases, very interesting”
- “Practical training with several relevant tools. Dynamic and interactive case studies”

● Employee training

As a trusted third party and provider of expertise, Apave pays particular attention to the training of its technical and operational teams, with training programs organised and run by a dedicated internal entity: Campus.



27.47
training hours per employee

4.38%
of payroll devoted to training (France)



● Sharing expertise: nearly 9,000 downloads of Apave practical guides in 2022

Sharing our knowledge and expertise in risk prevention is part of our DNA. For Apave, making safety-related technical subjects accessible is a matter of public interest.

For several years now, the Apave Group has been publishing practical guides aimed at understanding environmental protection regulations, with a view to developing practices and raising awareness among our clients' teams.

● Your regulatory obligations

Well known and eagerly awaited by all our clients, the 2022 edition of the “Your regulatory obligations” booklet was downloaded close to 5,000 times.

Apave's bestseller, this practical guide covers two key aspects:

- Equipment safety (regulatory inspections and regulatory checks)
- The safety of your teams (mandatory safety training)

2 Promoting more collective progress

close to 9,000 downloads of Apave practical guides in 2022 (continued)

“Materials, whether new or reused, must find their place in projects, with the priority of drastically reducing environmental and societal impacts. From construction to deconstruction: the major fundamentals of the circular economy, because they consider every stage of a building’s life cycle, represent an essential lever for meeting the challenges and tackling the issues at stake”.

Amandine LIPARI, Group Environmental Quality Manager for Building and Reuse of Deconstruction Materials at Apave



A technical guide to bio-based and geo-based materials for construction professionals

This guide was written by Apave in partnership with EnvirobatBDM, an association working in the PACA region to promote sustainable practices in construction, renovation and development. The guide aims to outline the requirements that apply to bio-based and geo-based materials, and the need to take structural soundness and fire safety into account during the design phase.



1,000 downloads of the Energy Conservation Guide published by Apave

In 2022, the French government announced that companies would be required to implement an “energy conservation” plan, with the aim of reducing energy consumption (all energies combined) by 10% within two years. Apave has published a practical guide to help its clients quickly identify concrete actions to reduce their energy consumption and draw up a longer-term action plan to boost energy efficiency and achieve energy conservation targets.

Plus, Apave organises and hosts conferences on current issues, open to all. In 2022, nearly 3,200 people took part in these events on subjects such as energy efficiency and health and safety in the workplace.

3 Building more sustainable progress



Setting a course for renewable energy: solar panels on the roof!

→ **Rennes** – Inaugurated in September 2022, the new branch was built with energy saving and autonomy in mind, including a 30% reduction in consumption. In particular, the building is equipped with solar panels, enabling it to far exceed the most stringent objectives (for 2050) in the French tertiary sector decree. The building remains connected to the grid (ERDF), but produces as much energy in a year as it consumes. It is moving towards energy self-sufficiency.

→ **Tunis** – The building housing Apave’s teams in Tunis is equipped with solar panels that cover around 38% of the site’s consumption of electricity... that’s a lot of fossil fuel energy that is not being consumed.

3 Building more sustainable progress

A GHG emissions reporting framework and a new, reliable GHG Report, in compliance with the GHG Protocol

Apave entities have been carrying out GHG assessments of their activities for several years. In 2022, a new emissions reporting framework was drawn up with a view to defining the Group's decarbonisation strategy, which is due to be finalised in 2023. In 2022, the Group's GHG report complied with the GHG Protocol and underwent significant methodological amendments to make it more comprehensive (see pages 42 and 43). Completion of the 2022 GHG report, in line with this new reporting

framework, has enabled us to make several major methodological shifts:

- Improved data collection across 65 Group entities
- Significant methodological amendments to improve the comprehensiveness of Scope 3 accounting
- Market-based and location-based Scope 2 calculations
- Development of a methodology to estimate missing data

The new GHG emissions reporting framework, the estimation methodology and the 2022 GHG report were critically reviewed by a third-party expert in carbon footprint assessment. This work will be the subject of continuous improvement over the coming years, with the goal of setting an example in terms of transparency and authenticity in the decarbonisation process within the TIC sector and beyond.



- 37% less energy consumption at the Nantes branch

As part of the energy conservation plan launched by the Apave Group in July 2022, Philippe Legrand, Nantes Branch Manager, and his team have undertaken several actions. These include:

- Awareness raising among employees about the little things that make a difference: turning off lights, PC screens...
- Optimised sources of consumption (outdoor lighting, setting printers to energy-saving mode, etc.).
- An emblematic initiative involving the closure of one of the building's two wings and the relocation of the teams to an adapted workspace. These efforts cut the site's energy consumption by 37%.

Waste collection and sorting: the Apave teams are committed

→ Waste collection mission for Occitanie Méditerranée teams

The Occitanie Méditerranée teams took part in a litter pick at the Lunas (34) recreational area. Around thirty of the branch's employees volunteered to contribute to this initiative.

→ Waste sorting campaign at Group headquarters

Raising awareness of waste sorting and explaining the waste recovery process... these were the aims of the programme rolled-out at Apave's headquarters in 2022. Through a poster campaign, the 350 employees were able to learn about the life cycle of waste after its "5-stream" collection (general waste, paper/cardboard, glass, metal, plastic). Appropriate signage was used to reinforce the messaging and simplify the act of recycling.



4 Defending shared progress, accessible to all

A Group committed to fighting sexism in the workplace

In 2022, the Apave Group launched an internal “anti-discrimination” awareness-raising campaign, with an opening initiative targeting sexist behavior in the workplace and the slogan “Ensemble, disons NON au sexisme” (“Together, let’s say NO to sexism”). This internal awareness-raising campaign is based on a constructive and instructive system for understanding and learning to identify situations of sexism. This medium-term initiative will continue in 2023 with the distribution of posters referring to concrete situations of sexism (jokes, parenthood, career development, etc.).



Recruitment: nearly 1,500 new talents joined the Group

2022 saw the implementation of a large-scale recruitment plan which will continue into 2023, and which aims to recruit a variety of profiles: young graduates, managers, engineers, technicians, as well as students on work-study contracts and interns pursuing degrees from bachelors to masters (bac+2 to bac+5). Special

induction and onboarding programmes have been structured and implemented to allow for rapid integration. Thanks to the diversity of our business activities, clients and sectors of activity, Apave offers many opportunities for career development and personal fulfillment, in technical, managerial and geographical terms.



Apave’s employee shareholding scheme wins FAS award

In 2022, Apave received the 2022 Jury Favourite award (Coup de cœur du jury 2022) award from the FAS (Fédération Française des Associations d’Actionnaires Salariés - French Federation of Employee Shareholder Associations) for its employee shareholding scheme. With a subscription rate of over 70%, described by the jury as exceptional, the FAS recognised the level of commitment shown by both employees and the company, which was able to offer an attractive scheme to help share the value created by all.

France: 7 new sites inaugurated, reflecting the Apave Group’s ambition

As part of its Real Estate Master Plan, Apave has inaugurated 7 new sites in 2022, located in the heart of France: Épinal, Rennes, Saint-Étienne, Saint-Brieuc, Angoulême, Le Havre and Montluçon. Their features:

- Renovated or new buildings offering more collaborative and welcoming working conditions (dynamic environments, spaces for concentration and social interaction).
- Buildings with improved energy and environmental footprints (consumption control, solar panels, etc.)
- Buildings designed to encourage the use of collective and eco-friendly forms of transport (bicycle shelters, dedicated carpool parking, etc.)

This momentum will continue with the updating of the Real Estate Master Plan, which will enable us to unlock various means for decarbonisation over the coming years, both in France and internationally.



• Our NFPS in a transitional year: key non-financial indicators 2022

The risks and key non-financial indicators are approved by Senior Management, after consultation with the CSR Steering Committee. The integrated report is approved by the CEO. The NFPS is approved by the Board of Directors. It is included in this report, published on the [apave.com](https://www.apave.com) website.



In 2022, a transitional year in terms of structuring our sustainability strategy, the analysis of risks, including Apave's external impacts and its impact on the environment and society, was carried out using methods derived from the framework of quality and HSE management systems. Expectations have been defined for each and every stakeholder. For each stakeholder expectation, the environmental/social issue concerned (the "Purpose pillar") and the associated non-financial risk have been defined. This risk is classified in terms of frequency and severity. For the most critical risks, a thematic approach is adopted, associated with a key indicator. The risk analysis is reviewed annually

Concerning the themes referred to in Article L225-102-1

- Climate change: Key performance indicator for Greenhouse Gas Emissions
- Circular economy: Indicator linked to electronic waste management, i.e., the reuse and recycling of IT and telephone equipment (see table on page 38)
- Collective agreements reached within the company and their impact on economic performance and working conditions (see indicators on page 76)
- Fight against food waste: indicator excluded from reporting due to the virtually systematic outsourcing of catering services
- Diversity and anti-discrimination: key performance indicator for gender equality
- Disability: 2.61% disabled workers (see page 76)



- Food insecurity, animal welfare and responsible eating: indicator excluded from reporting due to Apave's activities being unrelated to these themes.
- Promotion of physical activity and sports: this indicator has been excluded from reporting; however, initiatives have been launched in the areas of workstation ergonomics (warm-ups, etc.), cycling (e.g., at Apave headquarters) and managerial encouragement of teams to take part in solidarity sports events (Pink October, etc.).

● **NFPS: key non-financial indicators 2022**

CSR Challenges	Theme	Indicator and unit	SDG ⁽¹⁾	2022 Result	2021 Reminder	2023 Objectives	Action Plans
Fight against climate change	Greenhouse Gas Emissions	tonnes CO ₂ equivalent / employee (ratio based on total absolute emissions from scopes 1, 2 and 3)		<p>8.4 tonnes equivalent / employee for scopes 1, 2, 3*. Scope 1: 2 tCO₂eq/employee. Scope 2 : 0,25 tCO₂eq / employee (location based). Scope 3 : 6,15 tCO₂eq / employee</p> <p>* Scope 3 integrating 8 GHG emission items: S3-1, S3-2, 3-3, 3-5, 3-6, 3-7, 3-8 Other : «Trainee travel to training site».</p> <p>● In the fourth quarter of 2022, a new emissions reporting framework was implemented to make Apave's GHG footprint assessment more reliable, with a view to building a decarbonisation strategy. In 2022, the Group's updated GHG footprint report was more comprehensive and compliant with the GHG Protocol.</p> <p>Apave's GHG emissions results are more representative across all its scopes. This work will be the subject of continuous improvement over the coming years, with the goal of setting an example in terms of transparency and authenticity in the approach to decarbonisation within the TIC sector, and beyond.</p>	<p>3.96 tonnes CO₂eq / employee on scopes 1, 2, 3* Scope 1 : 2.03 tCO₂eq / employee Scope 2 : 0.14 tCO₂eq / employee Scope 3 : 1.78 tCO₂eq / employee</p> <p>*Scope 3 integrating 3 GHG emission items: S3-1, 3-3, 3-6</p>	<p>- 5% compared to 2022, in line with the 2022 commitment*</p> <p>* Currently being updated in line with the new 2023 decarbonisation strategy</p>	<ul style="list-style-type: none"> ● 2023 works in progress: study, modeling and activation of a 2030 decarbonisation strategy with a GHG emissions reduction trajectory in line with scientific data and an associated action plan for the most significant sources of emissions
Energy Conservation	Consumption of electricity	Electricity consumption in kWh / €K of turnover	 	20 kWh / €K		- 5% in consumption of electricity by the end of 2023, compared to 2022, in line with the efforts we have already initiated	<ul style="list-style-type: none"> ● Energy conservation plan ● Energy audit planned in 2023: diagnostic and action plan for sites (energy audit) subject to the tertiary decree
Employee Health and Safety	Safety	Frequency and severity of workplace accidents	 	<p>Work-related accident frequency rate: 5.12 Work-related accident severity rate: 0.18</p>	<ul style="list-style-type: none"> ● Frequency rate: 3.66 ● Severity rate: 0.12 	<ul style="list-style-type: none"> ● Frequency rate < 5 ● Severity rate < 0.15 	<ul style="list-style-type: none"> ● Prevention programme ● Continuation of the OZA (Objective Zero Accidents) initiative: 8 safety principles known and applied by all ● Involvement of management ● MASE or ISO 45001 standard applied by all Apave sites
Our employees' skills	Training	Number of training hours per employee	 	27.47 training hours per employee	20.73 training hours per employee	<ul style="list-style-type: none"> ● Skill maintenance ● Deployment of new tools ● Voluntary development of a common skills base (management, sales, etc.) 	<ul style="list-style-type: none"> ● Skill development plan (internal training)

● **NFPS: key non-financial indicators 2022**

CSR Challenges	Theme	Indicator and unit	SDG ⁽¹⁾	2022 Result	2021 Reminder	2023 Objectives	Action Plans
Diversity, inclusion and equality - Fight against discrimination	Gender equality	% female managers ⁽²⁾		23% female managers		Increasing female presence	<ul style="list-style-type: none"> • Nomination to the Group's Top250: 30% women • Accords on gender equality
Ethical governance - Fight against corruption	Ethics and the Fight against Corruption	% Roll-out of "ethics and corruption" training (companies and employees)		"Ethics and Corruption" training rolled-out in 77% of Group subsidiaries, representing 88% of Group employees	Training rolled-out in 64.7% of subsidiaries, representing 72% of Group employees	Roll-out for 100% of companies integrated into the Group more than 18 months ago; representing 90% of Group employees	<ul style="list-style-type: none"> • Integration process for companies joining the Group • Generalised training on corruption risks for all staff and necessary translations • Carry out risk mapping for foreign subsidiaries • Audits of subsidiaries, integration of new Group subsidiaries

(1) The United Nations Sustainable Development Goals are indicated in relation to the main CSR indicators and commitments, as they contribute to making the world a safer, more sustainable place.

(2) Managers are employees who:

- are identified as part of the TOP250
- supervise at least 2 people (excluding interns and work study/qualification contracts)
- have significant functional or project management responsibilities

ANALYSIS OF RESULTS

Greenhouse Gas Emissions (GHG)

The Apave Group's GHG footprint in 2022 increased significantly due to the updating and reliability of the emissions reporting methodology, in line with the GHG Protocol.

These changes can be explained in particular by:

- The extension of the scope of the GHG footprint report, improving the comprehensiveness of GHG emissions reporting for scopes 1, 2 and 3.

- Expanded operational scope: 6 emissions items in 2021 vs. 14 emissions items in 2022.
- Improved data coverage through estimation: missing activity data for emission items related to Apave's activities have been estimated.
- Improved data coverage, especially for items S3-1 and S3-6.
- The modification of emissions factors to better adapt them to the nature of activity data.
- Emissions factors for the consumption of electricity

were selected on a country/region basis, unlike last year when the EU average EF (0.42 kgCO₂eq / kWh) was chosen for international entities.

- The update of the data collection process.
- Enhanced data collection questionnaire sent to 65 Group entities.

In 2022, Apave's GHG emissions results were more representative across all scopes. This work will be the subject of continuous improvement over the coming

years, with the goal of setting an example in terms of transparency and authenticity in the approach to decarbonisation within the TIC sector, and beyond.

Energy Consumption

This is the first year that this indicator has been used, and it is difficult to compare it with previous years on the same scope. This indicator and the associated targets correspond to the continuation of the energy conservation plan initiated in 2022 for all branches



● NFPS: key non-financial indicators 2022

in France, where measures to reduce energy consumption by 10% have been implemented. At some sites, this has been made possible by reorganising the premises, adjusting the heating and air-conditioning systems and so on

Safety

The indicators show disappointing safety performance in terms of both frequency and severity rates. With regard to the severity rate, a large proportion of medical leave was due to relapses in 2021. Nevertheless, Apave's rates remain better than the industry average (Rf1 business line: 5.59 and Rs business line: 0.23 in 2021). It should be noted that accidents are better reported for Apave International (rates similar to France). The most frequent and most serious accidents are slips and falls and road accidents. Resolute action has been taken to prevent accidents, combining awareness-raising and training initiatives, methods, tools and equipment adapted to our risk analysis, as well as corrective action and feedback.

Training

The number of training hours per employee increased this year, thanks in particular to a greater focus on international training and the inclusion of dynamic subsidiaries such as Eurocontrol and Rhaxis... In

addition, all Apave managers attended a dedicated training course.

Gender Equality

Nearly a quarter of Apave managers are women. This indicator has changed since 2021, making it impossible to compare with previous years. Nevertheless, the policy of increasing the number of female managers has progressed. The Apave Group makes it a point of honour to focus its efforts on gender equality. The overall score of the 2022 Gender Equality Index for France (UES) was: 93/100

Details on the Gender Equality Index indicators:

- Pay gap: 38/40
- Individual raise gap: 20/20
- Promotion gap: 15/15
- Percentage of employees receiving a raise after returning from maternity leave: 15/15
- Number of employees of the underrepresented gender among the 10 highest earners: 5/10

Fight Against Corruption

Operationally, the Audit and Compliance Committee carried out 10 audits of subsidiaries and 22 investigations, including the handling of 6 alerts.

2021-2022 CHANGE IN THE 3 SCOPES

	2021	2022
Scope 1	25,513	25,169
Scope 2	1,780	3,167
Scope 3	22,365	78,061
Total (t CO₂eq)	49,658	106,397



COMPARISON OF 2021 AND 2022 GHG EMISSIONS REPORTS

Scope	Cat. GHG Protocol	Emissions items	tCO ₂ eq 2021	2021 (%)	tCO ₂ eq 2022	2022 (%)	Difference	Difference (%)
S1	1-1	Direct emissions from stationary combustion sources	1,818	4%	1,175	1%	- 643	- 35%
	1-2	Direct emissions from mobile combustion sources	23,695	48%	22,672	21%	- 1,023	- 4%
	1-4	Direct fugitive emissions*	NC	NC	1,321	1%	1,321	na
S2	2-1	Indirect emissions from electricity consumption (location-based)	1,780	4%	3,148	3%	1,368	76%
	2-1	Indirect emissions from electricity consumption (market-based)	NC	NC	3,111			
	2-2	Indirect emissions linked to the consumption of steam, heat or refrigeration*	NC	NC	19	0.02%	19	na
S3	3-1	Products and services purchased	14,224	29%	26,301	24%	12,077	85%
	3-2	Fixed assets (not depreciated)*	NC	nc	12,184	11%	12,184	NA
	3-3	Fuel and energy-related emissions (excluding scope 1 or scope 2)	6,555	13%	7,588	7%	1,033	16%
	3-5	Waste generated*	NC	NC	429	0,4%	429	NA
	3-6	Business travel	1,586	3%	13,331	13%	11,745	741%
	3-7	Commuting to and from work*	NC	NC	3,658	3%	3,658	NA
	3-8	Upstream leased assets*	NC	NC	13,035	12%	13,035	NA
	Other	Trainee travel to training site	NC	NC	1,536	1%	1,536	NA
		Annual Total (S2-1 location-based)	49,658		106,397		56,389	114%
		Annual Total (S2-1 market-based)	-		106,360		56,702	114%
		Total Scope 1	25,513	5%	25,169	24%		
		Total Scope 2 (location-based)	1 780	4%	3,167	3%		
		Total Scope 2 (market-based)	-	-	3,130			
		Total Scope 3	22,365	45%	78,061	73%		



- **Apave, working alongside its clients to support transitions**

Committing to social, societal, environmental, energy and digital transitions requires technical expertise in sustainability. As a leader in risk management, Apave has developed a range of Green&Social solutions to ensure that sustainable development and safety are an integral part of its clients' business plans. Through concrete diagnostic, training, support, verification and assessment initiatives, Apave's experts work alongside technical and operational teams to make CSR an integral part of their day-to-day, enabling them to work safely.

• Apave, a player in the environmental transitions



Without trust and security, there can be no successful, sustainable environmental transitions!

Apave supports its clients in their environmental transitions. The Apave Group develops solutions that enable its clients to manage environmental risks and contribute to the development of more resilient production and consumption models that respect ecosystems. Reducing pollution risks, reducing the carbon footprint of activities, preserving biodiversity... these are just some of the missions carried out by Apave experts every day.

Decathlon / Apave certification Biodiversity commitment



Decathlon France's aim was to turn its Saint-Jouan-des-Guérets store into a living space combining People and biodiversity. The sports giant therefore chose the Signature Biodiversité® label from Apave Certification to demonstrate its commitment to biodiversity. Six years after the start of the

project, the labeled store is set in the middle of a veritable countryside field, where insects, flocks of sheep and bats rub shoulders with local sports enthusiasts and school children. Since this label was awarded, some twenty other stores are being considered by Decathlon to join the positive biodiversity approach.



It's a very concrete demonstration of our sustainable real estate development strategy, visible to our clients and very much in line with our outdoor playground that is our planet [...] The first test was carried out in Saint-Malo, and we currently have around twenty stores undergoing work or being studied for the label.

David HUCHETTE, Technical Director, Decathlon Immobilier



Procter & Gamble / Managing environmental and technological risks



Supporting the Amiens site

For Procter & Gamble, complying with regulations and managing environmental and technological risks are major priorities. For all its expansion projects at its Amiens site (the Group's 2nd largest site worldwide), the American group called on Apave upstream of its projects to identify and take

into account environmental and technological constraints. Apave provided support for ICPE applications, updating hazard studies, preparing IOP (Internal Operation Plan) exercises, greenhouse gas (GHG) emission reports, etc., as well as purely regulatory tasks and training.



The local support provided, the skills of the consultants and technicians involved in the various projects and their knowledge of the site enabled Apave's teams to help us meet our technical and environmental risk management challenges.

Pascal VANDEZANDE, Risk manager Procter & Gamble Amiens Site

ADIF AV / Technical consulting and support



Environmental management of high-speed rail construction sites in Spain

Eurocontrol, Apave's Spanish subsidiary, is responsible for the site's environmental management, working as part of the technical team and consulting directly with construction site management on environmental issues. Management drafted reports for environmental impact statements and environmental monitoring programs.



As part of the high-speed rail project, ADIF AV, the state-owned company responsible for building and managing Spain's high-speed rail infrastructure, has to check that the environmental requirements applicable to the construction work are being met.

Rosa María MATAS LÓPEZ, Contract Manager ADIF AV



● Apave, a player in the environmental transitions

Montpellier University Hospital / Reducing greenhouse gas emissions



Drawing up a carbon footprint report

➤ Montpellier University Hospital, as part of its 2023-2027 institutional project, and in accordance with the French Public Health Code, wishes to establish a trajectory for the reduction of its greenhouse gas emissions. Apave drew up the carbon footprint report and is assisting Montpellier University Hospital in defining the associated action plans. The construction of the decarbonization strategy and its operational implementation (action plans) are being carried out by various working groups (from the Management Committee to a network of ambassadors), led by Apave using the methodological tools of the "ACT step by step" approach developed by ADEME. The mission's success lies largely in the organization put in place, both on the University Hospital side, with the appointment of a project manager, and on the Apave side, with the mobilization of its experts.



We salute the Apave team for its expertise, hard work and availability throughout the project. Taking these issues into account is a long and complex process in an organization comprising 12,000 people. Thank you for raising questions and outlining solutions alongside us.

Morgane MORAT, CSR Project Coordinator, Montpellier University Hospital

Marguerite Yourcenar High School in Le Mans / Environmental clean-up



Indoor air quality sensors

➤ The Pays de la Loire Regional Council has entrusted Apave with monitoring the indoor air quality of the Marguerite Yourcenar High School campus in Le Mans. This establishment is one of a number of French high schools built on former industrial sites and is therefore subject to special monitoring requirements. To monitor indoor air quality, Apave teams carried out several measurement campaigns, complemented by the installation of connected devices deployed throughout the site. Over a period of 6 months, these sensors enabled us to take continuous readings of indoor air quality and provide real-time alerts. At the same time, soil pollution diagnostics were carried out to locate at-risk areas. These projects shared a common objective: to operate and use the campus safely.



Since late 2018, the Marguerite Yourcenar High School in Le Mans has been supported by Apave in a pollutant monitoring and analysis campaign. Apave managed the measurement and recording of pollutant concentrations tactfully, sympathetically and precisely, in close collaboration with the school and the Region. The quality of Apave's frequent feedback to the GSU (Groupe de Suivi des Usagers) and the school board was particularly commendable. Apave has responded to the demand for transparency concerning pollution on our site. Today, everyone who works and studies on this site can do so with peace of mind.



Joël GAMESS, Principal



CAVAC / Technical Inspection



Use of bio-sourced materials

➤ CAVAC, an agricultural cooperative based in Mouilleron le Captif in the Vendée region, has entrusted Apave with the Building technical control of its new offices: a 500 m² building constructed using bio-sourced materials: wood framing, hemp concrete, bio-sourced insulation, wooden siding, soil-based render, etc. Apave's teams helped CAVAC manage the risks associated with the use of innovative materials, by carrying out spot checks to ensure that risks such as dampness, fire, fungal growth and structural soundness were taken into account.



This investment is intended as a showcase for bio-sourced insulation materials, based on the expertise of the Cavac biomaterials subsidiary.

Serge KREINS, Technical Director, CAVAC

• Apave, a player in the energy transitions

In France and around the world, the Apave Group works alongside its clients to meet the challenges of the necessary energy transition, while guaranteeing the highest level of safety for their employees and clients.

“Without trust and security, there can be no successful, sustainable energy transitions!”



Volvo / Training

Electric transportation in Europe

➤ Volvo shows its ambitions on the electric transportation front. The Swedish company will be a 100% electric carmaker worldwide by 2030. Apave's teams are actively involved in this electrification policy, training their technicians in working with live voltages, so that they can handle the batteries of their electric cars safely.

“Safety is part of Volvo's DNA, so naturally we wanted to entrust the safety of our technicians to experts, hence our choice of the Apave Group.”

Thomas PICHARD, Skill Development Manager
Volvo Car France

Nuclear / Work-study training Apprenticeship program

➤ To meet the needs of the nuclear industry, Apave has launched an apprenticeship program for nuclear quality controllers. This 1-year work-study program at Apave results in a Bachelor-level professional certificate. 25 apprentices will join the 2023 session, and 100% of those trained will be hired on permanent contracts (if they successfully complete the program).



Offshore Wind Farm / Inspection

Safety inspections for the operation of the Saint-Brieuc offshore wind farm

➤ For the installation of its offshore wind farm in Saint-Brieuc (62 8-MW wind turbines, for a total output of 496 MW, connected to an offshore electrical substation), Ailes Marines SAS (AMS), a fully owned subsidiary of IBERDROLA, commissioned Apave to carry out safety inspections for personnel involved in the operation phase, verification of the wind farm's electrical installations, and to provide assistance in dealings with French supervisory authorities.

“The aim of the projects entrusted to a specialist inspection agency such as Apave is to contribute to the safety of the personnel who will be required to work at sea to carry out preventive and corrective maintenance on the facilities, and to ensure compliance with regulatory requirements. At present, the offshore electrical substation inspections have been finalized, and inspections for other facilities are scheduled to be completed by the end of 2023. The involvement of Apave staff from local agencies, notably those in Saint-Brieuc and Rennes, was also an advantage in carrying out these projects.”

Johann SOYEZ, Technical Control Engineer, Parc de Saint-Brieuc for Ailes Marines

● Apave, a player in the energy transitions

Maisons du Monde / Apave Certification



100% of stores ISO 50001 certified

➤ Maisons du Monde (370 stores in France and Europe) has been committed to a virtuous initiative to reduce its carbon footprint for several years. In particular, the company has studied its carbon strategy through an ACT Evaluation study, and decided to put an action plan in place that would lead to ISO 50001 certification. Maisons du Monde called on Apave to help it achieve two major objectives in its stores

- A 45% reduction in energy consumption between 2016 and 2024
- The purchase of green energy, with, if possible, a guarantee of local (French) origin.

The results: 100% of stores are powered by renewable electricity, and all French stores have obtained ISO 50001 certification issued by Apave Certification.

“The support we received enabled us to benefit from the expertise and practical advice of a third party. Our Apave contacts were very attentive, available and responsive, providing us with sample documents to help us formalize our approach. The next step will be to extend the scope of ISO 50001 certification to other countries.”

Margaux PLANTIVE-TRIGER,
Head of Quality Safety Environment projects for Maisons du Monde

Energy transition / Training



Training for EVCI installation and maintenance personnel

➤ In line with the demands of the energy transition and the evolution of automotive technologies, Apave has been a leader in training for Electric Vehicle Charging Infrastructure (EVCI) personnel for several years. With its dedicated trainers and high-quality teaching infrastructure, Apave was able to train nearly 2,500 EVCI interns in 2022. The number of interns is up sharply compared to 2021 (+25%), and Apave will continue to support this by investing in this key sector for decades to come.

Summary :

- 30 Apave qualified trainers
- 12 mobile training platforms that bring us closer to our clients, reducing the ecological footprint associated with travel to training sessions!



French Ministry of Energy Transition / Inspection



Inspection of energy-saving work

➤ As part of the CEE (Certificat d'Economie d'Energie) (Energy Saving Certificate) program, the French Ministry of Energy Transition has commissioned Apave to carry out inspections of energy-saving work on behalf of private individuals, property managers and local authorities that have earned energy-saving certificates (e.g., floor, roof or wall insulation, insulation for hot-water pipes, boilers, etc.). During their inspections, our CEE-qualified personnel identify any non-conformities relating to the quality of the work carried out and the volumes of CEE issued.

Tours Métropole-Énergies Durables / Technical inspection



Construction of a new biomass heating plant in Tours

➤ Tours Métropole-Énergies Durables (TM-ED), a subsidiary of ENGIE Solutions set up to develop sustainable energies in the metropolitan area, has delivered a biomass heating system and a heating network for Ouest Tourangeau and La Riche. Apave's teams played an essential role in this project, providing TM-ED with personalized, comprehensive support to meet the challenges of personal safety and equipment compliance, through Building technical control, site safety, HSE, electrical, ATEX and ICPE approvals. This new facility, comprising two biomass furnaces (12 MW) fueled exclusively by local wood and two gas furnaces (23 MW), contributes to the energy transition of the 10,000 household equivalents and 30 public buildings served, thus preventing the production of 20,000 tonnes of CO₂ per year.



“A partnership for safety, a major focus for ENGIE Solutions.”

Laurent REMARS, Asset Manager TM-ED

• Apave, a player in the social transitions



Without trust and security, there can be no successful, sustainable social transitions!

Through its business activities, the Apave Group is committed to providing solutions that help protect the Company and its People from new risks, and to grow our human capital by promoting employability for all via customized training programs.

As a player in the local economic fabric, Apave is committed to serving all its clients, whatever their size, business sector or geographical distance.

Training / Occupational Health and Safety



Maintain or develop individual employability

➤ In 2022, Apave, a leader in professional occupational health and safety training, trained 415,000 interns at its 170 training centers. Through a highly diversified training catalog that we renew every year to take into account technical developments and regulatory requirements, Apave trainers enable hundreds of thousands of interns to maintain or develop their employability by obtaining qualifications or certificates.

New in 2022:

- Even more innovative and engaging teaching methods (blended learning, virtual reality...)

Particular attention is paid to supporting people undergoing professional retraining (career change) or working in hard-to-fill positions.

In 2022, Apave trained:

- More than 3,500 people in hard-to-fill positions, almost all of whom found a job after their training.
- 1,500 people in partnership with the French unemployment office in France's 12 administrative regions.

Plus, 1,805 students took part in apprenticeships at our subsidiary CAMAS' Apprentice Training Centres (CFA).



Attracti'Cité / Apave Certification



Measuring regional attractiveness

➤ In 2022, Apave launched Attracti'Cité, a label combining DataScience and real-time territorial marketing. Attracti'Cité enables communities to measure the economic, tourist and residential appeal of their area. Apave Certification, the Apave Group's third-party inspection body, is the sole certification body for the Attracti'Cité label.



Heating Ventilation Air Conditioning (HVAC) / Training



A curriculum helping increase the number of women in energy professions

➤ In partnership with Engie Solutions, Pôle Emploi IDF (unemployment office job center) and Greta, Apave launched a training course in Heating, Ventilation and Air Conditioning (HVAC), with a special twist: a 100% female class of 2022. After a 9-month course, 6 women who were either unemployed or in retraining for a career change, in an area where the unemployment rate is higher than the average for mainland France, were trained as "Heating, Ventilation and Air Conditioning Maintenance Technicians (HVACMT)". In September 2022, they obtained their diplomas, enabling them to find new jobs. The program will be replicated in other regions!



Dry cleaner, kindergarten assistant, bakery sales assistant, cashier for a furniture and decoration chain... If I've learned anything from my various professional experiences, it's that I enjoy contact with customers. But routine, repetitive jobs are not for me! I discovered the Heating, Ventilation and Air Conditioning Maintenance Technician training course during a skills assessment, and I have to say that I have not been disappointed by the diversity of the assignments which require multiple skills and even a basic grasp of mathematics. If I had a message to pass on to women looking for work, I'd tell them to dare to take the plunge. I'm living proof that it's possible to succeed and that age isn't an obstacle - quite the contrary!

Cécile DUPOND, 52, class of 2022

● Apave, a player in the social transitions

HS2® Label / Apave Certification



Enabling the elderly to stay in their own homes

➤ In 2022, Apave continued to develop its HS2® label, designed to help vulnerable people stay in their own homes. Since the label's inception, more than 8,000 homes (including 1,076 in 2022) have benefited from HS2® homes that promote healthy aging. In 2022, 29 new projects (housing and services) were committed to the HS2 approach® and 20 others were awarded the HS2® label by Apave Certification teams.



Énéal / Apave Certification



Validating expertise in aging well

➤ 13 certified homes and 27 still engaged in the process! Énéal acquires, renovates, rehabilitates and builds assisted-living and independent-living senior residences throughout France. By 2022, 8 of the Group's residences were awarded the HS2® label by Apave Certification, to ensure that elderly people or those in vulnerable situations can live in their own homes for as long as possible, in the best possible conditions. Some twenty new projects are currently under study.



The choice to label our residences is based in our desire to achieve a high level of quality and safety in our properties, while taking into account the support and well-being of seniors and staff. Each HS2® label validates our expertise in aging well, which goes beyond the building and encompasses all aspects of life within the residence and its ecosystem.

Mario BASTONE, Énéal CEO



Pierre Fabre / Training



Understaffed professions: training leading to certifications

➤ To cope with a sharp increase in production, the Pierre Fabre Laboratories plant in Avène called on Apave to help train and qualify production operators. Apave built a curriculum leading to certification, implemented a tailored training program

and organizational structure and set up an experienced teaching team and mobile technical resources to train, certify and integrate industrial equipment operators. Since 2021, 22 candidates have completed the professional

training program leading to the Industrial Equipment Operator Interbranch Professional Certificate of Qualification (CQPI CEI). Upon completion of this training, the new talents are offered a contract within Avène's teams.



Because we're located in an area far from major cities, Pierre Fabre is finding it difficult to source and recruit new employees. This difficulty and lack of resources has intensified over the past 2 to 3 years. Pierre Fabre's appeal is no longer enough: we need to reinvent ourselves and find other ways of attracting people. The solution suggested by Manpower and APAVE was to offer candidates training leading to certification in the heart of the region, at the Avène plant, and we agreed, working with all our teams on a program designed to prepare them for the CQPI CEI.

Éric MARTINEZ, Human Resources Manager, Pierre Fabre, Avène Plant

• Apave, a player in the digital transitions

The Apave Group is strengthening its position as a trusted third party by expanding its expertise, which was previously based on the management of technical, human and environmental risks, to support its clients in managing digital risks. Cybersecurity and data protection are some of the components of digital risks.

“Without trust and security, there can be no successful, sustainable digital transitions!”

Managing digital risks / Apave Digital

A new range of offers with high added value

➤ This new range has been developed by combining the Cyber and Digital expertise of the Group’s subsidiaries (Oppida, LSTI and SixFoisSept) with Apave’s traditional business activities (Inspection, Training, Tests and Measurements, Certification and labelling, Consulting & technical support).

➤ It is built around **2** key offers:

- **The “Cybersecurity” offer** is tailored to the needs of large and small companies, as well as local authorities, to prevent the risk of cyber-attack within their organizations. This offer includes concrete initiatives such as e-learning and in-person training for employees and managers, as well as diagnostic services and support through to cybersecurity certification.
- **The “Data Protection” offer** is designed to help small and medium-sized businesses ensure the security of their personal and strategic data and comply with current regulations. The offer includes a diagnostic to assess the current level of compliance, support in achieving compliance, and training to raise awareness of data protection issues among employees and managers.

Today, Apave Digital is the only trusted third party in the Digital sector to have all expert digital skills (Cybersecurity, DataScience, AI, Data Protection, Certification) available to its clients within a single entity.



Apave contributes to networks of experts by being a member of:

- Campus Cyber, the network of excellence bringing together the leading national and international players in Cybersecurity
- Fédération Française de la Cybersécurité (French Cybersecurity Federation)
- Club Ebios (club-ebios.org)



IBOO / Apave Digital

Cybersecurity Diagnostics

➤ For IBOO, a videoconferencing service, security is a major focus and a true competitive advantage in its business. To face the risk of cyber-attack, IBOO called on Apave to carry out a diagnostic and assess the company’s current level of cybersecurity.

“First of all, the diagnostic enabled us to reassure ourselves about the processes in place and our level of cyber-protection in general. Apave demonstrated that IBOO’s security had no identified critical vulnerabilities. The suggestion of additional measures that could be deployed to support our strong growth as part of a medium-term strategy was also very welcome. Today, the Apave Group’s expertise in support and consulting, as well as in workplace safety, is well established. When a group like yours positions itself to manage digital risks, and surrounds itself with cybersecurity experts, we know we’re in good hands.”

Ludovic NICOLEAU, Founder and CEO, IBOO

GITPA / Eurocontrol

Drive Test connectivity measurement

➤ GITPA (Gestión de Infraestructuras Públicas de Telecomunicación del Principado de Asturias) is responsible for managing and operating telecommunications networks for the Spanish province of Asturias. To measure the quality of operators’ mobile networks in the Principality of Asturias, Apave subsidiary Eurocontrol carried out Drive Tests to check network performance, mobile coverage, file transfer and internet browsing speeds. A recognized player in the telecommunications sector, Eurocontrol has extensive expertise in quality measurement and benchmarking.

“Eurocontrol delivered excellent performance on the Drive Test contract, perfectly meeting the technical challenge of measuring the coverage of three operator networks simultaneously.”

Luis GONZÁLEZ, General Manager GITPA

Data protection / Apave Certification

More than a hundred skills certifications issued in 2022

➤ Apave Certification, an Apave subsidiary, delivers the Data Protection Officer (DPO) skills certification. With nearly a hundred skills certifications issued in 2022, Apave Certification is one of the leading certification bodies in the field.

“The training that prepares for Apave Certification is really well thought-out for DPOs. Pragmatic questions, practical case studies and even role-playing exercises keep you focused on the essentials, which is the GDPR (General Data Protection Regulation). I’d like to renew my certification and I recommend it to my interns, future DPOs.”

Corinne PLOURDE, DPO



● **Our employees,
a collective
of committed
personalities**

For over 150 years, the Group's employees have been proudly helping their clients meet the challenges of managing technical, human, environmental and digital risks. Here are some of our experts' profiles.



Julien, Group Manager
Environmental and Industrial Risks

A team of consultants committed to corporate social responsibility issues, both for Apave and its clients



“What drives me in this environmental and industrial risks consulting business? Technical skills, autonomy, sharing, support, advice, skill development, management and the diversity of our clients’ challenges. As far as sustainable transitions are concerned, the true action drivers at our level involve the direct identification of our impact and footprint on the various aspects of CSR. Our company’s vehicles, which travel almost 20,000 km/year on the roads of our region to visit our clients (environmental impact and impact on people, as this is our biggest workplace accident risk), our flexible work schedules (societal impact), the way we use our APAVE agency... What are our concrete initiatives? Carpooling, paired assignments, videoconferencing, a project to completely refurbish our agency to reduce energy consumption by 2024, encouraging train travel, changing our vehicle policy to move towards hybrid engines, work-life balance... these are just some of the initiatives I’m involved in on a daily basis.”

#action





Co-constructing a responsible Group purchasing strategy

“Buying responsibly means taking into account the environmental impact of the products and services we purchase, as well as our consumption practices. In concrete terms, this is reflected in the very definition of the products (hybrid vehicles, recyclable equipment made from recycled materials, order frequency, minimum order size, etc.) or in the criteria for choosing companies during Group consultations, in order to select companies committed to CSR. **The meaning behind my work is to contribute to rising to the company's environmental and social challenges** which require us to question the way we operate. It's essential to keep up to date with developments proposed by suppliers, and to share best practices with other buyers, in order to take advantage of their innovations in our purchasing.”

Delphine, Group Purchasing Director

#SustainablePurchasing

#certification

“My role at Apave Certification Italy is to manage and coordinate SA8000, PdR125, SRG88088 certifications to enable our clients to achieve their performance objectives. The sustainable transition is based on three main pillars: governance, social and environmental. In my day-to-day work, which focuses mainly on regulations relating to these three areas, **I help spread knowledge on the subject of sustainability itself**, as well as developing initiatives within Apave Certification itself, such as writing and publishing the sustainability report and training internal resources and auditors on the subject.”

Stefano, Product and Quality Manager Apave Certification Italia



Helping spread knowledge on the subject of sustainability



Stéphanie, Technical advisor -
Greenhouse gas emissions
advisory council

**Taking action in the face
of climate change and
resource depletion**



“My role at Apave is to provide technical support to operational and sales staff on issues related to greenhouse gas emissions and energy savings. My work involves structuring offers to meet specific client needs, developing methodologies and tools, leading meetings and producing meeting materials, and answering specific technical questions. Faced with the climate emergency, once again confirmed by the latest IPCC report, and its consequences on our environment and our societies, we have a duty to act towards the ecological transition. Conservation, Decarbonization and Adaptation are the key words today, and all that is left is to turn them into action.”

#GHG #energy





#EnvironmentCouncil

“My role is to support, assist, advise and help my clients better operate equipment that is likely to create risks or cause pollution or disturbance, particularly in terms of the environment and the health and safety of local residents. On a day-to-day basis, I contribute to guaranteeing my clients more environmentally friendly operating conditions through my many studies and consultancy services.”

Matthieu, Consulting Unit Manager - Environment IDF

Working towards a sustainable industrial environment gives meaning to what I do!

“Supporting our clients in the prevention of work-related risks and the improvement of Quality of Life and Working Conditions; **identifying, assessing and preventing risk situations**; adapting workstations and work organization; preventing situations of stress or violence in the workplace; these are all missions that contribute to the Social component of our clients’ CSR or QWL policies.”

Marion, Consultant and Technical Advisor Health and Quality of Life and Working Conditions
Antoine, Group Area Manager Workplace Health and Safety Delegate

#prevention



Supporting internal and external players in workplace health and safety issues



Céline, Environmental label and certification acquisition support service development and green building Manager

Meeting the challenges of sustainability faced by our clients in the construction industry by providing support in obtaining environmental labels and certifications (Project Management)



"I provide technical and commercial expertise to some thirty AMO (assistants to the project manager) in France, as well as on-site support in obtaining environmental labels and certifications. These include the BBCA (low-carbon building) label, the bio-sourced building label, the international BREEAM and national HQE certification for tertiary buildings, and CERQUAL NF HABITAT for residential buildings. I have a positive outlook on the future of the building industry and the sustainability challenges that lie ahead, as clients become increasingly aware of the importance of sustainable development. I'm convinced that harnessing our collective intelligence to promote collective well-being, comfort in summer, and reductions in greenhouse gas emissions and energy consumption will enable the construction industry to meet the challenges of safeguarding the environment, biodiversity and natural resources, both at present and in the future."

#SustainableBuildings





Appendices

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NFPS methodology

The reference year for this statement is 2022. The scope taken into account for the key indicators is that of the Apave Group's consolidated accounts. For other indicators, the scope is indicated.

Data collection was completed for 97% of the entities concerned, representing 99% of the workforce.

The following subsidiaries were unable to provide all the information requested:

- PARC (United Kingdom)
- Tecno Piemonte SPA (Italy)

The subsidiaries AETS and AETS India (44 employees in total), which were in the process of being sold in 2022, were not included within the scope of this Report.

Risk analysis, calculation and data collection methods are detailed in note S.DQSSE.36, available upon request from QHSE.

The Departments involved in NFPS are:

- General management
- Strategy & Communication Department
- Group CSR Department
- Human Resources Department
- QHSE Department
- General Secretariat



Additional social and environmental indicators

Indicator	Scope	Valeur
Total GHG emissions	Group	106,397.30
Total GHG emissions scope 1	Group	25,168.70
Total GHG emissions scope 2	Group	3,167.10
Total GHG emissions scope 3	Group	78,061.50
Carbon intensity kgCO ₂ / €K Turnover	Group	105.20
Carbon intensity scopes 1&2 kgCO ₂ / €K Turnover	Group	28.02
Carbon intensity scope 3 kgCO ₂ / €K Turnover	Group	77.18
Carbon intensity scopes 1, 2, 3 CO ₂ equivalent / employee	Group	8.4 tonnes
GAS Consumption / sales (kWh / k€)	Group	6.20
Fuel consumption / sales (l / k€)	Group	9.12
CA Formation Group	Group	€156.8 M
Index Man: Woman	UES (economic & social unit)	93/100
Number of employees trained in fraud risk	France	2,456
Number of ISO45001-certified sites	Group	133
Apave Certification Turnover	France	€3,735 K
Number of new labels marketed	France	3
Number of organizations labeled	Group	278
Number of students trained via Apave ATC (CFA)	Group (CAMAS)	1,805
Number of interns trained	Group	415,000
SpeakUp engagement rate	Group	50%
Eco-driving training (number of people trained in 2022)	SAS (Company)	479
% of employees having received at least one training course throughout the year	UES	82.9%
Low-emission vehicles (crit air 0 or 1 stickers)	France	10%
ECOVADIS supplier rating (gold or platinum in Top 100)	France	22%
Proportion of female members of the Executive Committee	Group	30%
Proportion of female members of the Board of Directors	Group	31.25%
Reconditioned electronic waste	France	97%

Additional social and environmental indicators

Indicator	Scope	Value
Number of meetings with Committees for Health, Safety and Working Conditions	France	35
Number of meetings with staff representative bodies	France	200
Number of work-study students for the year	France	377
Turnover	Group	0.25
% of workforce in training	France	4.38%
Average unadjusted gender pay gap	Europe	15.70%
Average gross annual salary	France	40,338
% of disabled employees	Europe	2.61%
Breakdown by seniority (% under 6 years)	Group	52.87%
Breakdown by seniority (% 6-15 years)	Group	22.58%
Breakdown by seniority (% 15+ years)	Group	24.55%
Breakdown by age (% under 35 years old)	Group	31.36%
Breakdown by age (% 35-55 years old)	Group	54.13%
Breakdown by age (% 55+ years old)	Group	14.51%
Breakdown of workforce by gender (% female)	Group	26.73%
Hours of safety training / employee	Group	5.71
Permanent contract rate	Group	87.68%
Absenteeism rate	France	2.04
Collective agreements signed in 2022 : <ul style="list-style-type: none"> • Agreement on job and career management and gender diversity in the workplace • Agreement on the composition of the Apave UES and the determination of its separate establishments • Agreement on electronic voting for the 2023 professional elections • Agreement on the transitional resources of employee representatives for the period from 01.01.2023 until the results of the 2023 professional elections • Agreement on work-life balance • Agreement on contributions of days • Agreement on professional equality between men and women and the fight against discrimination • Profit-sharing agreement for 2022 • Agreement instituting a profit-sharing scheme • Agreement on the rules governing the Collective Company Savings and Retirement Plan (PERECO) • Agreement on Quality of Life and Working Conditions 	UES	11

European Green Taxonomy

BACKGROUND

With the introduction of EU Regulation 2020/852 of June 18, 2020, known as the Green Taxonomy, companies traded in the European Union are now required to publish the proportion of their turnover, investments and operating expenses resulting from products or services associated with economic activities considered sustainable. Aware of the importance of promoting sustainable investment, Apave, although not subject to this requirement, voluntarily submits its reporting to the European Green Taxonomy.

REPORTING METHODOLOGY

Substantial contribution to environmental objectives

The aim of the regulation is to declare activities that contribute substantially to one of six environmental objectives:

1. Mitigation of climate change
2. Adaptation to climate change
3. Sustainable use and protection of water and marine resources
4. The transition to a circular economy
5. Pollution prevention and reduction
6. Protecting and restoring biodiversity and ecosystems



● European Green Taxonomy

Table 1

● Substantial contribution criteria								
Economic activity	Opex absolute (€M)	Opex proportion (%)	Mitigation of climate change (%)	Adaptation to climate change (%)	Water and marine resources (%)	Circular economy (%)	Pollution (%)	Biodiversity & ecosystems (%)
Group turnover 2022	924							
Rail transport infrastructure (6.14):					N/A	N/A	N/A	N/A
- Inspection and verification Energy efficiency (7.3): temperature control, energy audits, liquid coolants, etc.	10.96	1.2	1.2	0	N/A	N/A	N/A	N/A
Installation, maintenance and repair of charging stations for electric vehicles (7.4): Inspection, testing... temperature control, energy audits, liquid coolants...	2.12	0.2	0.2	0	N/A	N/A	N/A	N/A
Installation, maintenance and repair of renewable energy technologies (7.6): control and inspection	0.97	0.1	0.1	0	N/A	N/A	N/A	N/A
Activity Eligible for Taxonomy	14.05	1.5	1.5	0				

At present, only the first 2 targets (climate change mitigation and adaptation) are concerned by this year's reporting.

Activity eligibility

The "third-party" TIC (Testing Inspection & Certification) organizations, of which Apave is a member, offer a wide range of services that contribute substantially to these 2 objectives. According to the guide published by the TIC Council, the international trade association of these organizations, service categories have been identified according to their level of eligibility for the Taxonomy:

- Level L1: TIC services eligible for Taxonomy
- Level L2: TIC services associated with contributory activities, ineligible because not explicitly mentioned in the Commission's note, ref. 2022/C 385/01, dated October 6, 2022.

- Level L3: TIC services not eligible for Taxonomy, despite their contribution to climate change mitigation

Eligible activities

Only the activities mentioned in the delegated acts are taken into account in our report. There are other activities carried out by third-party inspection bodies which make a substantial contribution to one or more environmental objectives. As they are not mentioned in the Taxonomy's delegated acts, they are considered ineligible for the time being, pending changes to the delegated acts.

REPORTING

Turnover

Scope: the 4 largest countries where Apave operates:

France (Apave SA and 4 SAS), **Spain, Italy** and **Vietnam**, which account for around 90% of turnover (see table 1 on page 78).

Capex

None

Opex

In accordance with French Gaap regulations, vehicle fleet leasing contracts are Opex, which are considered eligible for taxonomy. Leases for offices and laboratories are excluded from this year's statement due to the difficulty of identifying those eligible for the green taxonomy (see table 2 below).

Table 2

● Substantial contribution criteria								
Economic activity	Opex absolute (€M)	Opex proportion (%)	Mitigation of climate change (%)	Adaptation to climate change (%)	Water and marine resources (%)	Circular economy (%)	Pollution (%)	Biodiversity & ecosystems (%)
Group Opex 2022	894							
Opex eligible for Taxonomy - Company vehicle leasing	3.7	0.42	0.42	0				

Vigilance plan

This chapter of the report aims to meet the requirements of French law no. 2017-399 of March 27, 2017 on the duty of care of parent companies and ordering companies, in terms of identifying risks and preventing serious violations of human rights and fundamental freedoms, the health and safety of people, and the environment, resulting from their activities, those of their subsidiaries and those of subcontractors or suppliers with whom they have an established business relationship.



GROUP VIGILANCE COMMITTEE

A Vigilance Committee was established for the Group in January 2020. It comprises the Corporate Secretary, members of the Group Compliance Audit Committee and the QHSE Director.

The committee's tasks were defined by Group General Management after consultation with the Board of Directors. Namely:

- Establish the Apave Group vigilance plan
- Disseminate the vigilance plan to Apave Group stakeholders
- Monitor implementation of risk prevention and mitigation measures
- Adapt the vigilance plan to new risks that Group entities may face

This committee reports to the Group CEO. It reports annually to the Board of Directors.

GROUP VIGILANCE PLAN

The Apave Group's vigilance plan is based on its commitments to protecting people (health and safety), human rights and the environment. These commitments have been extended to all employees, as well as to third parties who interact with Group entities, through:

- This CSR report
- The Group Health, Safety and Environment policy and HSE manual
- The code of ethics

- The anti-corruption code
- The safety management manual
- The personal data protection policy
- The reporting procedure
- The sustainable purchasing charter

The scope of this vigilance plan is the same as that of the NFPS.

The vigilance plan comprises the following five measures:

1. Risk mapping to identify, analyze and prioritize risks
2. Procedures for the regular assessment of the situation of subsidiaries, subcontractors and suppliers with whom we have an established business relationship, with regard to risk mapping
3. Appropriate risk prevention and mitigation measures
4. A mechanism for alerting and collecting reports on the existence or occurrence of risks
5. A system for monitoring the measures implemented and evaluating their effectiveness

Risk mapping

Mapping of the risks covered by the duty of care is based on:

- ethics and anti-corruption risk mapping
- Apave's general risk map
- personal data protection mapping
- mapping of countries at risk with regard to safety

- internal and ethical audits
- alerts
- feedback from several years' deployment of the Group's various policies, codes and manuals

Risks were identified using a 3-pronged approach:

• The impact of Apave's activities on the environment:

- Greenhouse gas emissions (see NFPS)
- Energy consumption (see NFPS)
- Specific pollution risks: the possession of radioactive sources generates a risk of accidental pollution in the event of loss, misuse or theft; this also applies to risks associated with soil analysis activities

• People's health and safety

- Safety (see NFPS)
- Health: the prevention of epidemics remains important, for the Group as a whole and for international travel
- Housing and working conditions: these are localized risks where Apave employees are housed temporarily, or where working conditions are difficult

• Human rights

- Personal data protection: information systems are sometimes vulnerable in some countries; professional training is a business that manages personal data
- Safety: some Apave sites are located in high-risk areas
- Discrimination, prejudice to dignity: in certain

● **Vigilance plan**

● Apave Group¹									
Theme	Risk	North Africa	Sub-Saharan Africa	Asia	India	Middle East	Europe (excl. France)	France	Suppliers & Subcontractors
Environment	GHG								
	Energy								
	Specific Pollution		(sources, soil)		(risks sources)	(sources in Oman)	sources NDT	sources NDT	soil sampling
Protection of People	Security		(except Oil & Gas: low)			(Oil & gas level)			
	Occupational health				sources and IR*	sources and IR*	sources and IR*	sources, chemical risk	soil sampling
	Housing and working conditions								
Human Rights	Data protection								
	Safety	(Libya)							
	Discrimination								
	Freedom of association and expression								
	Freedom of movement					(for certain nationalities)			

(1) North Africa: Morocco, Libya, Tunisia
Sub-Saharan Africa: Cameroon, Gabon, Angola, Ivory Coast, Guinea Conakry, Burkina Faso, Mali, Senegal, Ghana, Equatorial Guinea, Chad, Madagascar, Mauritius
Asia: Vietnam, China, Japan
Middle East: Oman

Europe (excl. France): Macedonia, Serbia, Croatia, Italy, Belgium, Spain
 Note: Latin American subsidiaries not evaluated (very few people)
 * IR: Ionizing radiation (exposure)

4 risk levels
■ Minor
■ Moderately critical
■ Very critical
■ Major

regions, discrimination may be practiced by Apave employees (sexist, homophobic, religious, racist, etc.); this also includes problems of bullying and harassment

- Freedom of association and expression: some regimes severely restrict employees' freedom to organize or express themselves
- Freedom of movement: in certain areas, certain people are restricted in their movements

They are assessed according to their frequency, severity and level of control, which has enabled them to be classified into 4 levels:

- Green: minor
- Yellow: moderately critical or under control
- Orange: very critical
- Red: major (risk requiring an action plan)

The results of this analysis are summarized in the table on page 82.

Action Plan
Report on the 2022 edition of the Vigilance Plan:

- **Safety (Sub-Saharan Africa):**
 - Local audits and safety plans: Niger and Madagascar (completed), Ghana and Equatorial Guinea (not completed, scheduled for 2023)
- **Discrimination (Middle East and other areas):**
 - Reminder to management: completed
 - Group campaign against sexism and discrimination: not completed, except in France, where a campaign against sexism is underway



- **Freedom of association and expression (Asia):**
 - health: COVID-19 awareness-raising campaign, depending on the context in each country, completed
 - specific pollution in India: safety and technical audit of source management (completed)
 - paper consumption (North Africa, India and Europe): development of information systems completed
 - GHG: action plan to be completed following Group GHG assessment: not completed
- **Other risks:**
 - safety: divestment of Lebanon site, completed
 - data protection in Spain and Italy: RSI and DPO action plans, completed

● **Vigilance plan**

2023 action plan / For major risks

- Safety in North and Sub-Saharan Africa: audits and local safety plans in Niger, Ghana, Equatorial Guinea and Benin. Deployment of the “ISOS Resilience” program (employee safety in Africa)
- Discrimination in the Middle East: ethics audit scheduled for February 2023 in Oman, with reminders about the code of ethics, discrimination and sexism

For “very critical” risks

- GHGs and energy: implementation of a Group CSR strategy, including a section on greenhouse gases and energy
- Personal data protection, outside Europe: Personal data protection strategy, including an action and control plan, for all Group entities, deployed according to country risks and regulations. Deployment in 2023 for Africa
- Vietnam ethics audit scheduled for 2024

Subsidiary evaluations

Independently of the various external audits required for its certifications and accreditations, Group subsidiaries are regularly audited by four bodies:

- The QHSE Department, which carries out audits that include a focus on professional ethics, relationships with subcontractors, environmental protection and the health and safety of the personnel involved
- The Audit and Compliance Committee, which ensures that the Group’s ethics and anti-corruption



codes are properly implemented and complied with

- The Safety Department, which conducts audits of Group entities to ensure that protection measures are in place against physical and logistical threats
- The Internal Control Department, which audits compliance with all other Group instructions and procedures

These bodies conduct audits directly, but also rely on networks of managers and correspondents (HSE, Compliance, Safety, Legal and Internal Control) who carry out initial controls and/or audits in their entities. Depending on the scope of each of these bodies, wherever possible, the action plan linked to the vigilance plan will be integrated into their audit grids.

Supplier and subcontractor evaluation

In view of Apave’s activities, the risks associated with subcontracting and suppliers have been considered minor in its mapping, as subcontracting is relatively marginal and purchases are not significant for the provision of Apave services. However, specific actions have already been taken, incorporating points from the vigilance plan.

Actions taken and monitored:

- Through its “Responsible Purchasing Charter”, Apave defines the social and environmental criteria taken into account when selecting its suppliers. This system has been strengthened with the introduction of an “Apave Supplier Relationship Charter”, signed between Apave and its main suppliers and subcontractors (turnover >€100K), which formalizes their mutual commitments, taking into account environmental and societal criteria.
- Since 2019, Apave has been working with independent service provider ECOVADIS to assess the top 100 suppliers in terms of sustainable development and social responsibility.
- 95 suppliers have been evaluated to date, 18 are in progress. 80% of evaluated suppliers are at least Silver level and 52% of evaluated suppliers are Gold and Platinum level.
- Apave has signed a contract with the service provider Provigis, to collect a set of “regulatory” documents from its suppliers and to have those considered

critical sign an ethics questionnaire in compliance with the Sapin II law.

- Of the 1,691 suppliers > €5K, 79% are up to date with regulatory documents, 77% have provided a certificate of liability insurance (document added in 2022), 55% of the service providers concerned have completed the Sapin II law ethics questionnaire and 73% of the service providers concerned have signed the Apave Supplier Relationship Charter.
- With regard to safety, Apave ensures that subcontractors comply with the health and safety rules defined by the Group, while subcontractors remain responsible for their own safety. The safety instructions and campaigns that Apave carries out for its employees are communicated to the subcontractors concerned.

Alert mechanism and report collection

As part of the Group’s Compliance Program, Apave has set up a system for reporting incidents, conduct or situations that breach the Group’s Code of Ethics and Anti-Corruption Code. This system is operated via a secure platform managed by a trusted third party who is responsible for collecting reports to ensure that they are handled independently and efficiently. This system has been extended to cover all subjects covered by the law on duty of care.

It is accessible to all employees, as well as to suppliers and subcontractors. The procedure is available online on our website:

<https://www.apave.com/fr-FR/Le-Groupe/Nos-valeurs>

VIGILANCE PLAN FOLLOW-UP

The Vigilance Committee is responsible for monitoring the application of vigilance measures and evaluating their effectiveness.

Once a year, an assessment is carried out by the Compliance Committee to check that the action plan has been implemented. The Vigilance Committee must be informed of any new acquisition of a Group entity or foreign site, in order to assess the impact and risks.

The vigilance plan is updated at least once a year, when the annual CSR report is published, to take into account new risks, activities or locations.

• Independent Third-Party Report

Independent third-party report on the consolidated statement of non-financial performance in the management report

Fiscal year ending December 31, 2022

TO SHAREHOLDERS

In our capacity as an independent third-party auditor of APAVE, accredited by COFRAC Inspection under number 3-1321 (scope of accreditation available at www.cofrac.fr), we performed work designed to provide a reasoned opinion expressing a moderate level of assurance on the historical information (observed or extrapolated) in the consolidated non-financial performance statement, as well as, at the company's request and outside the scope of accreditation, a reasonable assurance conclusion on selected information, prepared in accordance with the entity's procedures (hereinafter the "Reporting Criteria"), for the fiscal year ended December 31, 2022 (hereinafter the "Information" and the "Statement" respectively), presented in the Group's management report in application of the provisions of Articles L. 225-102-1, R. 225-105 and R. 225-105-1 of the French Commercial Code.

Conclusion

Based on the procedures we performed, as described in the "Nature and scope of our work" section, and on the information we gathered, nothing has come to our attention that causes us to believe that the consolidated statement of non-financial performance has not been prepared, in all material respects, in accordance with the applicable regulatory requirements and that the Information, taken as a whole, is presented fairly in accordance with the Reporting Criteria.

Reasonable assurance report on selected information

With regard to the information selected by the company¹, at the company's request and on a voluntary basis, we carried out work of the same nature as that described in the "Nature and scope of our work" paragraph below for the

key performance indicators and for the other quantitative results that we considered the most important, but in greater depth, in particular with regard to the number of tests. The sample selected represents 72% of the workforce and between 56% and 79% of the environmental information. We believe that this work enables us to express reasonable assurance on the information selected by the company.

Conclusion on reasonable assurance

In our opinion, the information selected by the company has been prepared, in all material respects, in accordance with the Reporting Criteria.

Preparation of the non-financial performance statement

The absence of a generally accepted and commonly used reference framework or established practices on which to base the assessment and measurement of the Information means that different, but acceptable, measurement techniques can be used, which may affect comparability between entities and over time. Consequently, the Information must be read and understood with reference to the Reporting Criteria, the significant elements of which are presented in the Statement or available upon request from the entity's headquarters.

1. Carbon footprint item 1-2: Direct emissions from mobile combustion sources, Carbon footprint item 2-1: Indirect emissions from the consumption of electricity, Carbon footprint item 3-1: Products and services purchased, Carbon footprint item 3-6: Business travel, Consumption of electricity in kWh / €K turnover, Frequency rate and severity rate of workplace accidents, Number of hours of training per employee, Percentage of female managers, Percentage of deployment (companies and employees) of "ethics and corruption" training.

Limits inherent to the preparation of the Information

The information may be subject to uncertainty inherent to the state of scientific or economic knowledge and to the quality of the external data used. Certain information is sensitive to the methodological choices, assumptions and/or estimates used in its preparation and presented in the Statement.

Company liability

The Board of Directors is responsible for:

- selecting or establishing appropriate criteria for the preparation of the Information;
- preparing a Statement in compliance with legal and regulatory requirements, including a presentation of the business model, a description of the main non-financial risks, a presentation of the policies applied to deal with these risks, and the results of these policies, including key performance indicators;
- and implementing such internal control procedures as it determines are necessary to enable the preparation of the Information that is free from material misstatement, whether due to fraud or error.

The Statement has been prepared in accordance with the entity's Reporting Criteria as described above.

Liability of the Independent Third Party

It is our responsibility, on the basis of our work, to formulate a reasoned opinion expressing a conclusion of moderate assurance on:

- the compliance of the Statement with the provisions of article R. 225-105 of the French Commercial Code;

- the accuracy of the historical information (observed or extrapolated) provided 3° of I and II of Article R. 225-105 of the French Commercial Code, i.e., the results of policies, including key performance indicators, and actions relating to the primary risks.

As it is our responsibility to form an independent conclusion on the Information as prepared by management, we are not authorized to be involved in the preparation of said Information, as this could compromise our independence. It is also our responsibility to express, at the request of the entity and outside the scope of accreditation, a conclusion of reasonable assurance on the fact that the information selected by the entity has been prepared, in all material respects, in accordance with the Standards.

It is not our role to comment on:

- the entity's compliance with other applicable legal and regulatory provisions (in particular with regard to the fight against corruption and tax evasion);
- the compliance of products and services with applicable regulations.

Regulatory provisions and applicable professional standards

The procedures described below were performed in accordance with the requirements of Articles A. 225-1 et seq. of the French Commercial Code, applicable professional standards issued by the Compagnie Nationale des Commissaires aux Comptes (CNCC) and the International Standard on Auditing (ISAE) 3000 (revised). These provisions have enabled us to draw up a verification program (Annexe_N°2_Programme de vérification_DPEF_V3) describing in particular all the methodologies applied in accordance with the provisions of ISO 17029. This Independent Third Party report has been drawn up in accordance with this program.

● Independent Third-Party Report

Independence and quality control

Our independence is defined by the provisions of Article L. 822-11 of the French Commercial Code and the Code of Ethics for Statutory Auditors. In addition, we have set up a quality control system comprising documented policies and procedures designed to ensure compliance with the applicable laws and regulations, ethical rules and professional standards of the Compagnie Nationale des Commissaires aux Comptes.

Means and resources

Our work mobilized the skills of 5 people and took place between November 2022 and May 2023, over a total project duration of 3 weeks. To assist us in our work, we called on our specialists in sustainable development and corporate social responsibility. We conducted around ten interviews with the people responsible for preparing the Statement, representing in particular General Management, the Human Resources Department, the Health, Safety and Environment Department and the Training Department.

Nature and scope of our work

We planned and performed our work taking into account the risks of material misstatement relating to the Information. We believe that the procedures we have carried out in the exercise of our professional judgment enable us to provide a conclusion of moderate assurance:

- we have reviewed the activities of all the entities included within the scope of consolidation and the primary risks;
- we have assessed the appropriateness of the Standards in terms of their relevance, completeness, reliability, neutrality and comprehensibility, taking into account, where appropriate, best practices in the sector;

- we have verified that the Statement covers each category of social and environmental information specified in III of Article L. 225-102-1;
- we have verified that the Statement presents the information required under II of Article R. 225-105 when relevant to the primary risks and includes, where applicable, an explanation of the reasons for the absence of the information required under paragraph 2 of III of Article L. 225-102-1;
- we have verified that the Statement presents the business model and a description of the primary risks associated with the activity of all the entities included within the scope of consolidation, including, where relevant and proportionate, the risks created by its business relationships, products or services, as well as policies, actions and results, including key performance indicators relating to the primary risks;
- we consulted document sources and conducted interviews to:
 - assess the process for selecting and validating the primary risks and the consistency of the results, including the key performance indicators used, with the primary risks and policies presented, and
 - corroborate the qualitative information (actions and results) that we considered the most significant, presented in Appendix 1. Our work was carried out at the consolidating entity level and in a selection of entities;
- we have verified that the Statement covers the consolidated scope, i.e., all the entities included within the scope of consolidation in accordance with Article L. 233-16, with the limits specified in the Statement;
- we have familiarized ourselves with the internal control and risk management procedures put in place by the entity, and have assessed the data collection process aimed at ensuring the comprehensiveness and accuracy of the Information;

- for the key performance indicators and other quantitative results we considered most significant, presented in Appendix 1, we have implemented:
 - analytical procedures to verify that the data collected has been properly consolidated and that trends are consistent;
 - detailed tests, based on surveys or other means of selection, consisting in verifying the proper application of definitions and procedures, and reconciling data with supporting documentation. This work has been carried out on a selection of contributing entities², covering between 56% and 86% of the consolidated data selected for these tests;
- we have assessed the overall consistency of the Statement in relation to our knowledge of all the entities included within the scope of consolidation.

The procedures performed as part of a moderate assurance review are less extensive than those required for a reasonable assurance review carried out in accordance with the professional standards of the Compagnie Nationale des Commissaires aux Comptes; the procedures performed as part of the reasonable assurance review required more extensive verification work.

Lyon, May 5, 2023
The independent third-party Mazars

Frédéric MAUREL Partner	Paul-Armel JUNNE Technical Partner
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2. APAVE Nord-Ouest, APAVE Sud Europe, APAVE Parisienne, APAVE Alsacienne, APAVE SA et EUROCONTROL SA

**APPENDIX 1:
INFORMATION CONSIDERED TO BE MOST SIGNIFICANT**

Qualitative information (actions and results) on the primary risks

- The fight against climate change;
- Energy conservation;
- Employee health and safety;
- Our employees' skills;
- Diversity, inclusion and equality - the fight against discrimination;
- Ethical governance - The fight against corruption.

Quantitative indicators including key performance indicators

- Carbon footprint item 1-2: Direct emissions from mobile combustion sources;
- Carbon footprint item 2-1: Indirect emissions from the consumption of electricity;
- Carbon footprint item 3-1: Purchased products and services;
- Carbon footprint item 3-6: Business travel;
- Consumption of electricity in kWh / €K turnover;
- Workplace accident frequency and severity rates;
- Number of training hours per employee;
- Percentage of female managers;
- Percentage of deployment (companies and employees) of "ethics and corruption" training.



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