

CSR REPORT

Corporate social responsibility

Edition 2024



setec

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**Engineers & Citizens,
our commitment**



MICHEL KAHAN
President of the **setec** group

WHY ENGINEERS & CITIZENS ?

Social utility and support for regional development have been firmly rooted in **setec**'s projects for decades.

When we asked our younger generation, on the occasion of the company's 60th anniversary, about their vision and expectations for 2030, they clearly expressed their ambition to contribute to protecting living environments around the world. This ecological awakening inspired us to adopt a new mission statement: Engineers & Citizens.

Citizens because we are sensitive to societal issues, and we want to be active participants. As an engineering company, we offer solutions and are able to promote virtuous projects.

We have written this approach into our strategic plan and translated it into a number of very specific actions, which are presented in this CSR report in the environmental, social and societal sectors.

Enjoy your read.

This ecological awakening has inspired us to adopt a new mission statement: Engineers & Citizens

A COMPREHENSIVE ACTION PLAN



DANIELA BURLA
Director of Sustainable Development/CSR and QSE, **setec** group

Being Engineers & Citizens means affirming that engineering has a decisive role to play in the face of environmental and societal challenges. It is choosing to use our expertise to design sustainable solutions, capable of supporting ongoing transitions and imagining a fairer, sober and a more resilient future. This position commits each and every one of us to take action, both as professionals and as citizens.

This ambition shapes our vision of the ecological, energy and climate transition, which places all our activities at the service of transformation: reducing our carbon footprint, decarbonising mobility, building resilient regions, developing low-carbon energy solutions, preserving biodiversity, promoting the circular economy, respecting human rights and upholding ethical engineering practices. We believe that these challenges are not just obstacles to overcome, but opportunities for innovation, cooperation and collective progress.

To bring this vision to life, we have developed a shared CSR roadmap, compiled by the efforts of our teams and deployed across all our subsidiaries. It allows each structure to adapt their transformation path to their context while contributing to the group's goals.



BILJANA KOSTIC
Human Resources Director, **setec** Group

Addressing climate and societal challenges involves raising awareness among teams and contributing to the development of their skills. Numerous training courses are offered through our internal university, Campus **setec**, the Engineers & Citizens knowledge platform and within **setec** companies.

In addition to the environmental and technical topics that form the core of our Campus training programmes, we also carry out activities to raise awareness and promote diversity and inclusion, with a view to creating an inclusive working environment, which we believe is a source of wealth. Among the topics discussed include the fight against discrimination and the recognition of ill health and disability as phases of life that can affect and weaken each and every one of us.

We are also committed to increasing the number of women in our workforce and to achieving gender parity, both in terms of recruitment and internal promotion.

THE 4 PILLARS OF OUR CSR APPROACH

We have defined the four Engineers & Citizens (E&C) pillars and the associated commitments in a common and mutually shared roadmap. Each commitment is translated into specific actions, with objectives, targets and performance indicators, in order to measure our contribution to the UN's sustainable development objectives and the progress of our transitions.

#1

ADVISE AND ACT TO REDUCE THE ENVIRONMENTAL IMPACT OF OUR PROJECTS AND ACTIVITIES

To achieve this, we have identified a number of 'challenges' facing engineering in the ecological, energy and climate transition: decarbonisation of our activities (low-carbon construction, mobility and decarbonised energy), resilience and adaptation of regions to climate change, and resource conservation (circular economy, biodiversity and ecosystem services).

This is reflected in the publication of several manifestos. Presenting our position and commitments on transition pathways, as well as producing internal technical guides to develop specific and viable environmental solutions. We are also deploying an internal tool assessing the environmental impact of our engineering projects (carbon, energy, resources, biodiversity, etc.)

Being 'Engineers & Citizens' also means paying attention to our everyday practices. **setec** has been calculating its carbon footprint since 2008, covering scopes 1, 2 and 3.

This greenhouse gas emissions assessment provides us with a comprehensive view of our carbon footprint and allows us to monitor our progress towards reduced emissions. We have already implemented a transport policy consistent with our commitments, rolled out the Sustainable Mobility Package for our companies in France, reviewed our vehicle fleet management policy, established a sustainable purchasing guide and worked on best practices for low-carbon and responsible digital technology

Our contribution to the Sustainable Development Goals (SDGs):



#2

GUARANTEEING RESPECT FOR OUR VALUES IN OUR PRACTICES

The ecological, energy and climate transition is indissociable from societal transition. We seek to assess the environmental and societal impacts of our projects from the tender stage onwards. This approach is based in particular on the use of a dedicated evaluation questionnaire, integrated into our "GO/NO-GO Engineers & Citizens" process. This process, which precedes any commitment to a future project, analyses the project's impact on local populations, the client's commitment to ecological transition, our ability to act positively and our potential reputational risks.

Our commitment to our values is also reflected in our rigorous management of risks such as corruption, conflicts of interest, influence peddling, and violations of fundamental human rights throughout our value chain. To this end, all our teams receive basic ethics training. Those exposed to sensitive situations receive additional advanced training. We have also put in place alert and whistleblower protection mechanisms to guarantee a transparent and responsible working environment.

Finally, because our ambition goes beyond the direct impact of our projects and engineering studies, we work closely with the **setec** Foundation to encourage our teams' social commitment. This translates into opportunities for project sponsorship, volunteering, and skills sponsorship, allowing each and every one of us to actively contribute to societal transition outside of our projects.

Our contribution to the SDGs:



#3

PROMOTING THE PROFESSIONAL GROWTH AND DEVELOPMENT OF OUR EMPLOYEES

The quality and diversity of the women and men who work at **setec** represent our greatest asset. Diversity in profiles, skills, backgrounds, gender identities, cultures, and languages, which gives everyone the chance to work in a secure environment and the opportunity to thrive and to grow.

setec has made developing and sharing of skills one of the company's top priorities. Act, learn, grow, this is the promise that **setec** makes to candidates and their teams. When it comes to changing our working methods to make them more ethical and environmentally friendly, we firmly believe that there is nothing better than sharing between peers through our internal universities, because for us, sharing is the best way to learn and progress

For several years, we have been pursuing a proactive HR policy to promote the well-being of our teams. Our commitment is demonstrated through our actions that's inclusive, fair, and diverse in each of our companies. Our goal is to promote a safe and inclusive

work environment where inappropriate behaviour is not tolerated.

Among the issues we are collectively working on in this regard are the fight against all forms of discrimination, mental health prevention, and, more generally, any action that helps ensure respect for human rights wherever our projects take us.

Our contribution to the SDGs:



#4

INVOLVING OUR ECOSYSTEM

Project management is at the heart of our profession, which has traditionally led us to interact with multiple stakeholders: clients, public authorities, partners, and service providers.

Aware of our role in the engineering value chain, we have for several years been engaging in dialogue on sustainable development issues and the joint development of more responsible projects. We aim to continue and strengthen this dialogue with our business partners and clients, both to share our technical expertise in projects and to listen to their expectations so that we can better support and advise them as Engineers & Citizens.

We share our knowledge with our ecosystem by participating in external working groups and think tanks,

publishing in-depth technical articles, and working closely with our partners and clients on a daily basis.

Our contribution to the SDGs:



SETEC'S EXTERNAL CSR INITIATIVES AND COMMITMENTS

Limiting the ecological and societal consequences of climate change, advancing the role of women in engineering, and aligning the goals of sustainability and urban renewal are among our priorities. That is why, since the launch of the Engineers & Citizens initiative, we have joined several external projects, backed by performance indicators, working groups and steering committees, to monitor progress and illustrate our objectives and areas for improvement in practical terms. Details of the commitments are presented in the thematic chapters of this report.

ENGINEERING CHARTER FOR DIVERSITY, by Syntec-Ingénierie (signed in 2019)

CHARTER OF CIRCULAR ECONOMY IN THE REAL ESTATE AND CONSTRUCTION SECTOR, by CircoLab (signed in 2021)

CHARTER ON THE CIRCULAR ECONOMY, of the greater Paris Metropolis (signed in 2022)

RESPONSIBLE DIGITAL CHARTER, by the Institut du Numérique Responsable (signed in 2023)

#STOP APPROACH (STOP TO ORDINARY SEXISM IN BUSINESS), led by the French Association of Diversity Managers (joined in 2024)

CHARTER OF ENGINEERING FOR CLIMATE AND BIODIVERSITY by Syntec-Ingénierie (signed in 2024, formerly "Charter of engineering for climate", signed in 2018)

IN ADDITION, SEVERAL SETEC COMPANIES ARE EVALUATED AND CERTIFIED BY EXTERNAL BODIES:

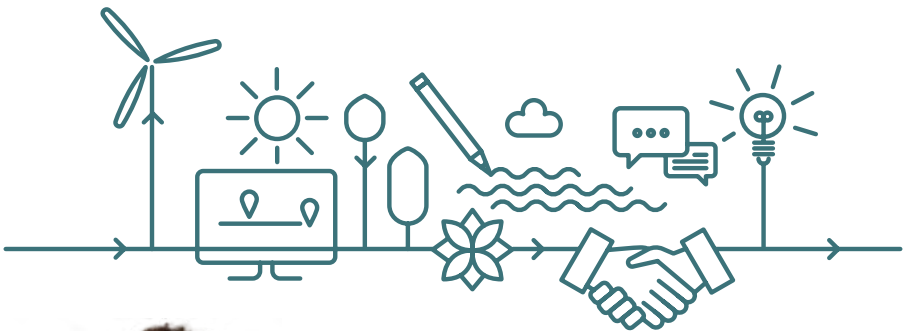
- Quality and environmental management (17 subsidiaries certified ISO 9001, 9 subsidiaries certified ISO 14001);
- In terms of human rights, labour and health and safety (six subsidiaries certified ISO 45001 and one subsidiary certified MASE);
- Maturity and global management of CSR (11 subsidiaries assessed by EcoVadis and 1 subsidiary assessed by CDP-Climate).



A STRUCTURED CSR APPROACH, AN INTERNAL DYNAMIC

Managed at group level by a dedicated team, the Engineers & Citizens initiative is shared and embraced by our companies around the world, with the aim of involving and uniting the Group around this topic of common interest, which is shared by all teams and adapted to the specific environmental, social, cultural and regulatory characteristics of our international locations.

Our employees are at the heart of this process, as we encourage them to develop their skills and share their experiences. Each employee is a major factor in this transition through their daily implication within the projects, their participation in internal think-tanks and their participation in internal focus groups, and **setec**'s external influence.



FLORENCE CHULEM
Expert project manager and legal advisor, **setec organisation**

« Meeting people and discussing the Engineers & Citizens initiative helps them to better understand the group's approach. »



DELPHINE ROUSSEAU
General Secretary and referent Engineers & Citizens **setec tpi**

« We were able to identify the range of skills among the group's environmental experts and refine our ambitions. »

50

50 Engineers & Citizens referents in the Group

400

Employees actively involved in the Engineers & Citizens approach



The Engineers & Citizens initiative is supported by several internal networks and groups, allowing for deployment on multiple scales:

- **The Group's Executive Management and the General Directors of setec**, are sponsors of the CSR initiative and decision-makers and key figures in the operational development of the CSR roadmap.
- **The Engineers and Citizens referents in each company** are responsible for relaying the group's CSR approach and commitments, and for involving and uniting all employees around this subject of common interest.
- **The HR community**, the main guarantors of the social aspect of the CSR approach, policy, operational action plan and monitoring of social issues.
- **Environmental experts** with specific knowledge of ecological transition that can be used by the group's different companies to optimise the environmental aspects of our projects.
- **The facilitators and instructors from our internal university's College of Engineers & Citizens**, leading the Climate, Digital and Mobility frescoes, as well as the technical training courses 'Towards low-carbon construction' and 'Towards carbon-free mobility'.
- **The initiators and members** of Engineers & Citizens, the Ethics Committee, the E&C GO / NO-GO Observatory and other working groups focusing on social and environmental issues.
- **The QSE community and the Digital Sobriety community** of the different companies within the group.





Environmental information

In 2019, a prospective study revealed a significant fact: The environmental impact of engineering projects (infrastructure, transport, buildings, etc.) carried out by our group is 100 to 1,000 times greater than that generated by our own operations (consumption, travel, etc.). This realisation was a genuine catalyst. By influencing the choice of materials, construction methods and operating conditions, our engineers play a key role in the fight against climate change. Faced with this responsibility, we have embarked on a profound transformation of our practices and our projects.

OUR ACTIONS AND KEY FIGURES

Our main actions on “environmental” issues

- AWARENESS-RAISING AND TRAINING:**
Continued development of the Climate and Digital Frescoes, low-carbon training (low-carbon construction and carbon-free mobility), 27 ‘E&C Fridays’ events, campaigns on digital usage (Digital Cleanup Day & Week)
- STRUCTURING OF EXPERTISE AND OFFERS:**
Publication of two manifestos on ‘carbon-free mobility’ and ‘carbon-free energy’, launch of a tool for assessing the environmental footprint of engineering projects, development of offerings on climate resilience, carbon-free energy (industries and regions), carbon-free mobility, ecological engineering, etc.
- INTERNAL MOBILISATION:**
Launch of two new challenges – circular economy and biodiversity – definition of SBTi commitments, organisation of sector workshops to reduce the impact of projects
- DIRECT ENVIRONMENTAL IMPACT:**
Collection of waste electrical and electronic equipment (WEEE) on sites, waste audits, annual carbon footprint assessment (scopes 1, 2 and 3)

Some key figures on “Environmental” issues

	Key figure (at 31/12 of the year concerned)	2024	Variation	2023	2022
Training in environmental-rate issues at the heart of the setec group's professions	Total number of employees since 2019 who have received training from setec on the Climate Fresco	2 203 Employees	↗	1 949 Employees	1 078 Employees
	Total number of employees, since 2022, who have participated in the group technical training “toward a Low Carbon construction”	190 Employees	↗	180 Employees	118 Employees
	Total number of employees, since 2023, who have participated in the group technical training “towards a Decarbonised mobility”	136 Employees	↗	89 Employees	The group technical training “toward carbon-free mobility” was deployed in early 2023.



Mastering the growing impact of digital technology in setec's activities	Key figure (at 31/12 of the year concerned)	2024	Variation	2023	2022
	Total number of employees since 2010 who have received training from setec on the Digital Fresco	502 Employees	↗	399 Employees	204 Employees
	Number of companies that participated in the Digital Cleanup Day/ Week of the year	26 companies (one week event)	↗	21 companies (one-day event)	15 companies (one-day event)
	Volume of waste electrical and electronic equipment (WEEE) collected and recovered during the year by setec Hidrobrasileira (Brazil) with the Coopermiti cooperative	1 356 t	↘	2 959 t	1 007 t
		with a reuse rate of 55%	↗	with a reuse rate of 44%	with a reuse rate of 33%
	Volume of waste electrical and electronic equipment (WEEE) collected and recovered during the year by setec Hidrobrasileira (Brazil) with the Coopermiti cooperative	186,24 kg	↗	88,16 kg	The waste Electrical and Electronic equipment (WEEE) collection action was launched by setec hidrobrasileira in 2023.
	Volume of personal waste electrical and electronic equipment (WEEE) collected and valued in the year by the setec group In France with partner Ecologic, eco-organisation approved by the Government	249 kg	↗	144 kg	The waste Electrical and Electronic equipment (WEEE) collection action was launched by setec hidrobrasileira in 2023.

OUR ENVIRONMENTAL COMMITMENTS AND EXTERNAL INITIATIVES

ENGINEERING CHARTER FOR CLIMATE AND BIODIVERSITY :
by Syntec-Ingénierie (signed en 2024)

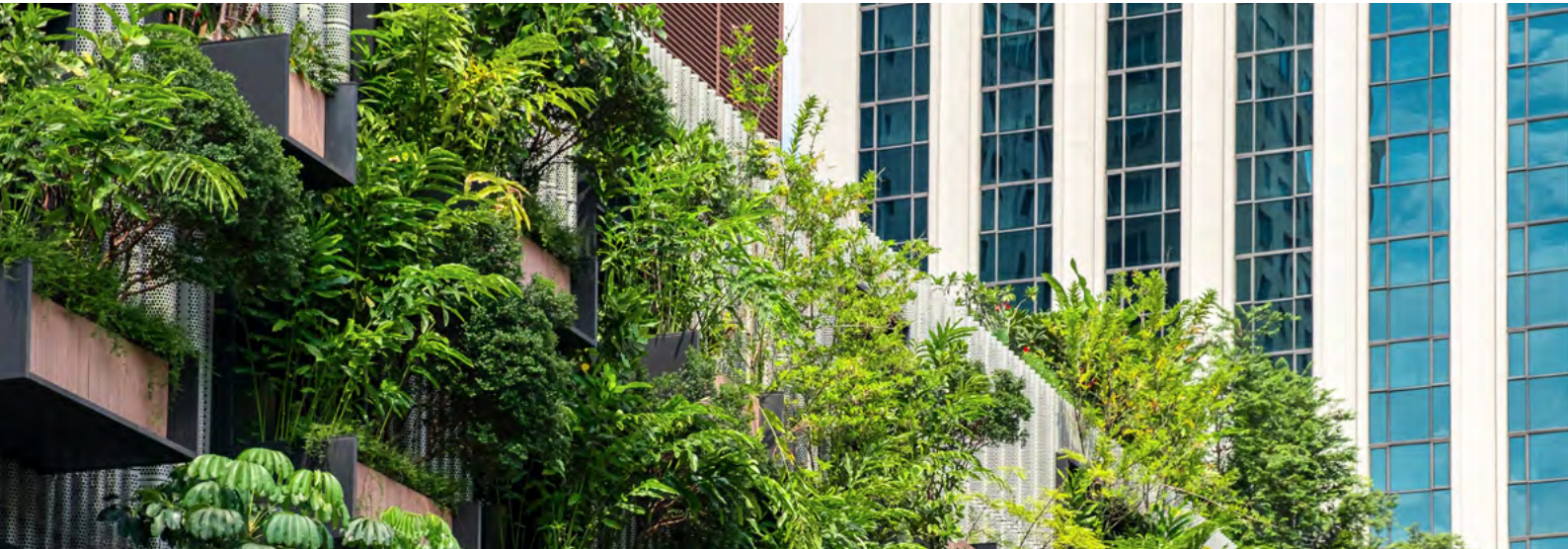
- Taking decisive action to protect the climate and biodiversity throught the projects we undertake
- Being a role model in our own activities
- Supporting our employees' commitment to climate and biodiversity throught training and awareness-raising

CHARTER ON THE CIRCULAR ECONOMY:
From the Metropolis of Grand Paris (signed en 2022)

- Promote the principles of eco-design and sobriety as early as possible in projects
- Identify and encourage the use of local and sustainable materials
- Ensure optimal management and traceability of products, equipment, materials and waste
- Take into account the specific limitations of the circular economy when coordinating projects

RESPONSIBLE DIGITAL CHARTER: *by the Institut of Responsible Digital Technology (signed en 2023)*

- Optimise digital tools to limit their impacts and consumption
- Develop accessible, inclusive and sustainable service offerings for all
- To boost ethical and responsible digital practices
- Making digital technology quantifiable, transparent and understandable
- Using digital technology as a lever for the emergence of new behaviours and values



OUR COMMITMENTS AND INITIATIVES IN PROJECTS

Low-carbon design implies



Pillar of the CSR Roadmap :

Advise and act to reduce environmental impact of our projects and activities



I&C commitment :

Be actors in the evolution of our businesses by proposing environmental alternatives

As a vector for improving our quality of life, the building and public works sector consumes around 45% of energy in France and is one of the sectors with the highest CO₂ emissions. By getting involved in every stage of a project's life cycle, from design to demolition, we can have a significant impact on the sector's contribution to climate change.

We also study the solutions that are best suited in terms of carbon impact, in line with the commitments we have made in our 'Manifesto for low-carbon construction', with a view to providing our clients with a 360° vision of low-carbon construction. An internal guide has also been made available to **setec** teams so that they have the necessary levers and tools to develop environmentally sustainable construction solutions.

We are committed to proposing constructive low-carbon alternatives during all stages of project design and to training our teams on the carbon impact of construction operations. Initiatives such as the Climate Fresco and the group's common training programme, based on the internal low-carbon technical guide (updated and supplemented in 2024), raise awareness among **setec** teams of climate issues and possible solutions at each stage of projects and for the group's different activities.

Our Low Carbon Design commitments :



Propose a 360° low-carbon vision, clarifying trade-offs in our operations (design choices, advice to our clients) through a comprehensive analysis of needs and impacts.



Eco-design and decarbonise construction by systematically offering low-carbon construction alternatives at every stage of the project.



Be active participants in the evolution of our professions by continuing our R&D efforts and improving our calculation and decision-making tools.



JÉRÔME MAYET
General Director, **setec bâtiment**

« We would like to offer a third series of specific training courses tailored to each profession, but also to develop tools and enrich the low-carbon guide with the experience gained from the Low-Carbon Variants competitions, in order to continue progressing together. »



JULIEN TANANT
Chief Engineer, **setec tpi**

« The low-carbon construction manifesto, which is the result of an innovation initiative within the group, is a document that details the methodological approach that the **setec** group wishes to take to encourage its clients and partners to reduce the environmental impact of their projects. The low-carbon construction guide was written for internal use, with the aim of providing methodological tools for each of the group's employees, with the idea of reducing the carbon impact of our projects. »



setec internal competitions on 'Low-carbon variants'



Launched at the end of 2022, the first internal 'Low-Carbon Variants' competition marked a major step forward by exploring positive alternatives to reduce the carbon impact of projects within our business scope. More than 35 applications were received for the first edition of the competition. Building on this success, a second edition was launched in 2024, broadening our teams' knowledge and strengthening their commitment. By financially supporting certain projects, **setec** offers its companies the opportunity to gain valuable feedback, improve their tools and methods, and integrate carbon issues more effectively into future assignments.



ISABELLE MOULIN
Director of Development and member of the Technical commission of the Low-Carbon competition, **setec lerm**

« The fact that the teams were multidisciplinary and worked across different departments made the competition all the more interesting. Each team approached the problem differently, which gave us a wide range of answers. »

The development of “G-VITE”, an internal tool for estimating the environmental impacts of engineering projects

In 2023, **setec** developed a tool for calculating the environmental impacts of projects, named G-VITE for “Management of impact values for ecological transition”. This tool, inspired by tools created and used in different **setec** companies, aims to develop the systematisation of impact calculations, centralise data to create a common database for the group, and enable capitalisation through feedback.

The objective is to give different construction scenarios to guide the optimisation of the design



G-VITE was developed by **setec** to meet an internal need to quantify the environmental impacts of construction and development projects. It aims to integrate environmental aspects into projects from the earliest stages. G-VITE allows you to compare different technical solutions and various material choices by modelling the impact of these elements. The objective is to provide different construction scenarios to guide design optimisation. It is therefore mainly intended for use in preliminary calculations, particularly for structural work in building construction and major civil engineering and public works projects.

G-VITE integrates various databases (information from Environmental and Health Declaration Forms, Product Environmental Profile sheets, Emission Factors, supplier data or data from internal feedback) to enable impact estimates for all types of projects. It is thus a tool that allows environmental impact analyses to be carried out throughout the life cycle of projects.

In 2024, the tool was distributed to all relevant companies, making it possible to improve and continue training teams on environmental impact calculations.



Carbon-free mobility



Pillar of the CSR Roadmap:
Advise and act to reduce environmental impact of our projects and activities



E&C commitment :
Be actors in the evolution of our professions by proposing environmental alternatives

Carbon-free mobility is a major challenge for **setec**, with a third of our activities dedicated to transport infrastructure. As part of this challenge, we partnered with Aurélien Bigo, researcher and expert in energy transition in transport, to write a guide on low-carbon mobility for our teams. This guide reveals specific action points tailored to each profession, offering solutions for integrating carbon reduction into the core of our projects.

Aware of the complexity of the issue, we are committed in our Manifesto to promoting initiatives that support the transition to carbon-neutral transportation. This is complemented by dedicated technical training to support our teams in this ambitious transformation.



Our commitments to carbon-free mobility:

- **PROVIDE OUR CLIENTS**, at each phase of our assignments, **WITH A HOLISTIC VISION** that goes beyond organisational barriers and includes the complete cycle of energy production and use, as well as mobility patterns and behaviours.
- **FOCUS OUR DEVELOPMENT** on activities where we have the greatest impact.
- **INTEGRATE THE RELEVANCE CRITERION** for projects by analysing their functionality and carbon footprint in our choice of missions.
- Dare to imagine programme adjustments to our projects to **IMPROVE THE EFFECTIVENESS OF CARBON-NEUTRAL MOBILITY**.
- **SYSTEMATICALLY PROPOSE THE INTEGRATION OF CARBON IMPACT** in multi-criteria analyses.
- **CONTINUOUSLY INVEST IN RESEARCH AND INNOVATION**, supporting the ideas of our employees and partners.
- **DEVELOP TOOLS** for a strategic assessment of the impacts of our projects.
- **TRAIN ALL OUR EMPLOYEES** working in the field of transport and mobility.
- **PROMOTING OUR GUIDE TO DECARBONISED MOBILITY** amongst our employees
- **CONTROLLING OUR OWN MOBILITY**

To illustrate one of the outcomes of our first two commitments, we have set up a project monitoring system in companies whose core business is transport and transport infrastructure. This gives us a comprehensive overview of the initiatives already underway in our projects (transport demand, modal shift, vehicle energy efficiency, etc.) and enables us to refocus our development efforts on the activities where we have the greatest impact. With this approach, we are strengthening our ability to transform mobility challenges into sustainable and concrete opportunities.

**FABIEN PASZKO**

Referent exploitation, functional program and decarbonisation of heavy mobility, railway, **setec ferroviaire**

« We will inevitably reduce the distances travelled on a daily basis by rethinking the use of space and planning land use. The relationship will certainly need to be rebalanced between rural areas that are being deserted, peri-urban areas that are constantly growing, and hyperpolarisation around metropolitan areas that are stagnating due to congestion. One solution could be to promote the emergence of denser and more autonomous or semi-autonomous urban archipelagos around less sprawling metropolitan areas by structuring an efficient and dense public transport network, thereby avoiding excessive urban sprawl. There is a real issue of social justice that needs to be addressed so that everyone can move around freely, including in remote areas. »

**MARC OLLIVIER**

Deputy General Director, **setec international**

« We have a role to play in the design and implementation of projects, which consists of questioning their environment and territorial context in order to place them within a more global vision but we also have an important role upstream in terms of advice and strategy, to prepare territories for the energy transition and define the projects to achieve this. »



With this approach, we are strengthening our ability to transform mobility challenges into sustainable and meaningful opportunities.

**OLIVIER NAU**

Deputy General Director, **setec its**

« As urban areas grow and become more densely populated, the need for heavy transport infrastructure becomes apparent. Mass public transport, accompanied by lighter solutions such as buses or cycle paths, for example, are essential to provide an alternative to cars, remain necessary in some areas but are showing their limitations in dense areas. With the challenges of decarbonisation and urban growth, the need for transport infrastructure will continue to grow, presenting major challenges for the coming decades. »

A guide adapted to local specificities



The **setec** guide to carbon-free mobility will be adapted to the specific characteristics and challenges of all the countries in which we operate. Thus, **Setec Maroc** was the first company outside France to have its own carbon-free mobility guide.

**OUSSAMA KHOMSI**

Project Director - Transport, Mobility and facilities, Infrastructure activities Manager, **setec Maroc**

« We consulted with the group's subsidiaries and coordinated and aligned our efforts to adapt the guide, which was developed in a French and international context, to the specific characteristics of Morocco and local issues. These adjustments will now be incorporated into a guide for **setec Morocco** engineers, so that they can further embrace this culture of integrating carbon-free mobility issues into our projects, in line with our Engineers & Citizens approach and the strategic plan of the group. Another aspect of this adaptation work would be to use the methodological insights provided by the guide to raise awareness and provide further information to our clients and partners on the challenges of carbon-free mobility, and to actively support the national policy on greenhouse gas reductions. »

Resilience and adaptation of territories to climate change



Pillar of the CSR Roadmap:

Advise and act to reduce environmental impact of our projects and activities



E&C commitment:

Being active participants in the evolution of our professions by offering environmentally friendly alternatives

As a civic-minded and multidisciplinary engineering firm, we are determined to play a key role in developing the solutions needed to ensure that our infrastructure (cities, regions, networks) can cope with the inevitable consequences of climate change. The increasing frequency and intensity of climate events require appropriate and forward-thinking answers.

Resilience and adaptation are now at the heart of the concerns of project owners, and this subject mobilises all **setec**'s expertise. This collective commitment is expanding steadily, with already 9 **setec** companies gathered to meet this ambitious challenge and meet the challenges of tomorrow.

We have published a Manifesto detailing our approach to supporting regional resilience, in which we make the following commitments:

- identify experts within our different teams
- we equip ourselves with the necessary tools to analyse the resilience of territories and infrastructure
- build a team combining experts and specialists, societal and technical challenges
- develop a strategic consulting offering for local authorities and infrastructure managers, using a systemic approach

These commitments are reflected in several initiatives, such as mapping our environmental expertise, developing common methodologies for analysing the vulnerability of infrastructure and territories, and launching the '**setec climate risk**' brand.

In line with this approach, we have developed a range of services designed to transform these commitments into practical actions within our projects, offering structural, systemic and sustainable solutions to public and private stakeholders in the regions. This offer is structured around four stages, sequenced over time to maximise their impact:

#1

EDUCATION AND COMMITMENT:

raise awareness about resilience in order to mobilise and train stakeholders in each sector about the effects of climate change and involve and consult with them to create partnerships.

#2

VULNERABILITY ANALYSIS AND DIAGNOSIS:

identifying areas vulnerable to climate change, analysing risks to infrastructure, prioritising sectors where adaptation is necessary.

#3

DEVELOPMENT OF STRATEGIES AND OPERATIONAL ACTION PLANS:

building pathways for adaptation and transformation of territories, defining precise and measurable adaptation solutions, updating urban planning documents for better risk assessment.

#4

IMPLEMENTATION:

propose resilient development models, develop nature-based solutions, build or adapt new technical standards, and implement climate change adaptation projects.



This approach is intended to complement the actions undertaken in favour of mitigation and sobriety, whether in terms of land use or energy consumption.

To support this initiative, three 'E&C Fridays' webinars were organised in 2024 on key topics: infrastructure resilience, city resilience and climate risk management.

In addition, a landmark conference, 'Paris at 50°C', hosted by our teams and attended by Alexandre Florentin (*co-author of the report of the same name, elected councillor for Paris and co-director of Carbone 4 Académie*), Céline Crestin (*Director of Strategy and Responsible Development at Paris La Défense*) and Fabrice Bonnifet (*Director of Sustainable Development and QSE at the Bouygues Group*), also gave us the opportunity to exchange internal and external perspectives on these issues.



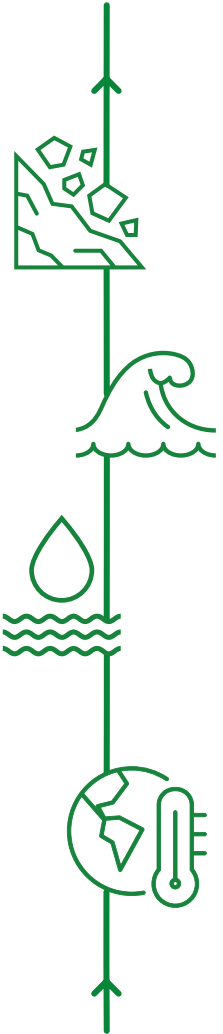
FRANCOIS PIGAUX
Deputy General Director, **setec énergie environnement**

« Adapting territories to climate change requires a long-term, interdisciplinary vision to anticipate certain events and mitigate the effects of disturbances that will occur more frequently and with greater intensity. »



LAURENT GUÉRIN
General Director, **setec organisation**

« The issue of adaptation must mobilise all of us within the group, and we know that many engineers in different companies are motivated by this type of assignment because it makes sense and requires a new approach. We really want to bring something new to the table for the different private and public parties involved. This is why our approach is strategic, operational and collaborative. »



Build on our multidisciplinary expertise

Whatever projects we undertake in relation to climate change adaptation, our goal is to capitalise on our diverse skills and missions, with a view to eventually transferring them to other infrastructures, networks, cities, etc. We contribute to the transformation of regions by capitalising on our skills and expertise in all projects related to climate change adaptation.



ALEXIS MARIANI
Deputy Director General and Director of cities and territories activity, **setec organisation**

« A working group involving several **setec** companies has identified three major environmental challenges for cities and regions that we want to focus on: decarbonisation, adaptation to climate change and resource efficiency (energy, water, soil, materials). We deal with these three issues from a practical perspective, providing end-to-end support from understanding the challenges to selecting the most appropriate solutions, then drawing up action plans and carrying out the necessary work. **setec's** strength lies in its ability to offer its clients both strategic and technical expertise across a wide range of disciplines. Ultimately, in a regional ecological transformation project, you will encounter the full range of **setec's** expertise. »

The new 'setec climate risk' brand and team



A team of 5 people was set up in 2024 to provide expertise on data related to climate hazards. It may be used for the following purposes:

- Provide scientific and educational information on the nature and evolution of climate hazards and their multiple implications for a territory, activity or type of infrastructure.
- Develop an analytical, statistical and cartographic approach to qualify, critique, correlate and extrapolate global and local data (open data);
- Provide insight into the quality and relevance of input data/ methods;
- Propose action plans on data acquisition and monitor parameters.

The setec climate risk team is qualified to assess the following hazards:

- The risk of drought linked to changes in rainfall patterns and land use;
- The risk of flooding due to storm water runoff, overflowing watercourses and/or rising groundwater levels;
- The risk of marine flooding due to rising sea levels and temporary elevation during storms or cyclones;
- The hazard of coastal retreat, the expected evolution of coastal erosion based on data from the Hydrographic and Oceanographic Service of the Navy and local characteristics.



Carbon-free energy



Pillar of the CSR Roadmap:

Advise and act to reduce environmental impact of our projects and activities



E&C commitment:

Be a driving force in the evolution of our business by offering environmentally friendly alternatives

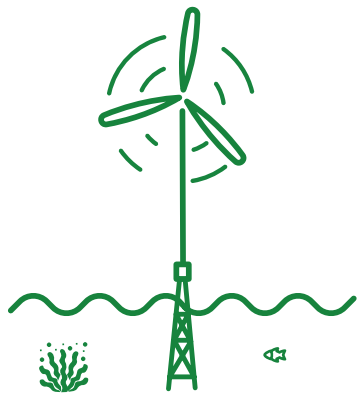
Our approach to energy decarbonisation development of renewable energies and the gradual renewal of the French nuclear fleet. As a low-carbon energy, nuclear power plays an essential role in the energy transition in France.

We are indeed a multi-business engineering company and we aspire to become a reference in terms of carbon-free energy, by offering integrated solutions in the fight against climate change. To achieve this ambition, we have developed in 2024 a “Manifesto for decarbonised energy” and an internal guide is in progress. These initiatives are designed to deepen our and expertise in energy mix systems and technologies, while developing an active partnership policy.

In this context, we are also working to structure a group-wide service offer: nuclear, offshore wind, decarbonisation of industry in synergy with policies territorial energy transition.



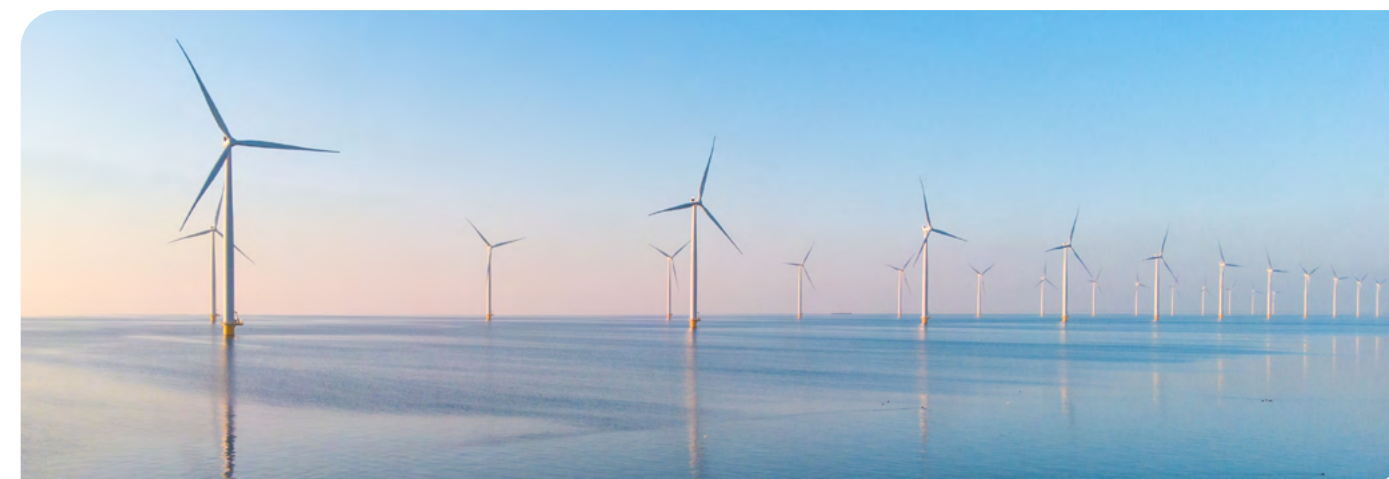
PASCAL OCHOA
General Director of setec offshore wind



« In a European energy context that is both favourable and restrictive, the development of offshore wind power has become a key focus for setec, driven by extremely ambitious national objectives. »

Creation of the subsidiary specialised in offshore wind: setec offshore wind

In January 2024, **setec** launched a subsidiary dedicated to offshore wind energy, thereby affirming its commitment to renewable energy and energy transition. This new company builds on **setec's** historical expertise in marine and port engineering, while meeting the specific and growing needs of the offshore wind industry. By combining technological innovation and operational expertise, the company supports projects in all phases, from design to implementation.



The three main objectives are:

- Develop, orient and secure offshore wind technologies;
- Proposing solutions for large-scale construction and facility optimisation;
- Advising and supporting developers of offshore wind projects.

«EDIT» service offering (decarbonised energies: Industries and Territories)

As part of the EDIT offer developed in 2024, **setec** is positioned as a key player in the energy transition, supporting territories and industries in their transformation toward sustainable energy systems.

We work closely with communities, industry and other stakeholders to build a resilient energy future, leveraging synergies at local and global levels.

Our service offering includes in-depth energy diagnostics, the development of customised evolution scenarios, the management of shared infrastructures, as well as the integration of solutions in a coordinated and coherent approach.

As an assembly and integrator, we adopt a systems approach based on advanced modelling and strategic planning, supporting the implementation of energy evolution master plans adapted to current and future challenges.



Our commitment to decarbonised energy:

- Providing **A GLOBAL TERRITORIAL VISION** of the complete cycle, **FROM PRODUCTIONS TO USE**, of non-fossil energies
- Design and plan **LOW-COST AND EFFICIENT PROJECTS** with energy decarbonisation objectives
- Advocate and develop **MUTUALLY BENEFICIAL** energy decarbonisation solutions, linking industries and territory
- Integrate **SECURITY, SAFETY AND** citizen **ACCEPTABILITY** at the heart of our offerings
- Acting and innovating for **ECONOMICALLY AND ENVIRONMENTALLY EFFICIENT** energy systems
- Develop tools for a **STRATEGIC ASSESSMENT** of the impact of our projects
- **SUPPORT** stakeholders and optimise the **LONG-TERM PERFORMANCE** of their projects



STEPHANE BICCOCCHI
General Director, **setec énergie environnement**

« We wish to develop a multi-service offer for decarbonised energy. To do this, we need to increase our technical expertise with research laboratories, perhaps other engineering firms, but also legal and financial partners, and even financing sources. In order to propose a contractual partnership model that is different from the client/provider model. »



The circular economy was also the subject of four 'E&C Friday's' acculturation webinars in 2024, presenting examples of projects that have put this concept into practice: support for municipalities in the Greater Paris Metropolis, replacement of a road structure on the A7 motorway, and rehabilitation of the Corniche Kennedy in Marseille.

setec is also involved with the CircoLab association, which brings together professionals from across the value chain to promote reuse in real estate, and follows the work of the Booster du Réemploi (Reuse Booster).

Projects that have put circular economy into practice:

- Circular renovation Greater Paris Region
- Replacement of a road structure on the A7
- Repairs to the Kennedy Corniche in Marseille



STEPHANY LE RHUN

Engineer in circular economy, **setec bâtiment**

« **setec** is already part of many associations and working groups, and in the circular economy it is important to be present, to understand the regulations, to anticipate developments in order to innovate, to meet the stakeholders of the circular economy, whether it be industrialists, unions, our colleagues in other engineering companies. And also be present in order to demonstrate that **setec** is a key player in the circular economy and that we are capable of fulfilling these missions. »

Circular economy and sobriety



Pillar of the CSR Roadmap:

Advise and act to reduce environmental impact of our projects and activities



E&C commitment:

Promoting sobriety through the use of existing buildings, reuse and limiting the construction of new sites.

This "challenge", launched in 2023, brings together different skills of **setec** companies, notably around the valorisation of existing resources, the reuse of resources in projects, recycling, urban densification, or rehabilitation. It aims to improve the skills of anyone involved in research, consulting, project management assistance, design and implementation of projects related to the circular economy.

The working group dedicated to the challenge is laying the foundations for a manifesto for the circular economy. This translates into:

- Identifying the dependencies, impacts, risks and opportunities associated with the use of the following key resources in our engineering activities: metal ores, non-metal ores, water, energy resources and biomass.
- But also through proactive thinking about **setec's** positioning in the circular economy by 2030, taking into account market dimensions, stakeholder ecosystems and areas for research and development to be explored.





AZIZ ATIYEH

Director of the decontamination, deconstruction, dismantling and reuse division, **setec bâtiment**

« **setec** is involved right from the diagnostic and planning stages, assessing the existing situation and determining which materials and products from demolition and renovation sites can be recycled and reused in the projects we are working on. We support our clients at every stage of their projects in order to optimise the management of incoming and outgoing materials on their sites and reduce environmental impacts: characterisation, assessment of the local context, contractualisation, costing, stock management, etc. This support can also be provided through training programmes adapted to each client's needs. To strengthen this position and support the development of skills in this area, we now wish to develop a group service offering on the circular economy. »



CHRISTOPHE RAULET

General Director, **setec diadès**

« All of our projects follow a circular economy approach. Our goal is to extend the life of existing civil engineering infrastructures and structures. Through proactive and predictive asset maintenance management, we offer our clients optimal and sustainable solutions, especially in terms of resources. Our clients are public or private project owners, property owners, managers or operators, for whom we also provide diagnostic and project management services for studies and works in the context of rehabilitation, modernisation, repair or reinforcement of all types of structures. »



Biodiversity and ecosystem services



Pillar of the CSR Roadmap:

Advise and act to reduce environmental impact of our projects and activities



E&C commitment:

Promoting sobriety through the use of existing buildings, reuse and limiting the construction of new sites

The discussions continued with the launch at the end of 2024 of the 'Biodiversity and Ecosystem Services' challenge, bringing together representatives from seven setec companies.

The aim of the latter will be double: to raise the global level of acculturation of setec teams in the field of living organisms and to identify our levers for promoting the consideration of biodiversity at all stages of projects.

The scientific consensus is clear: biodiversity is in danger. For decades, we have been witnessing a collapse of the natural world, largely due to human activity, and we feel it is our duty to put a stop to this decline. Despite this alarming observation, it is still possible and essential to act in favour of the preservation and regeneration of biodiversity.

As an engineering group mainly involved in the preliminary stages of projects (studies, project management support, project management), **setec** has a limited direct impact on biodiversity.

Nevertheless, we have a key role to play in guiding projects towards solutions that reduce pressure on ecosystems, such as habitat destruction, pollution and the effects of climate change.

This gives us the opportunity to promote biodiversity by systematically integrating the principles of prevention, reduction and, where necessary, compensation for impacts. Better still, we can generate specific environmental co-benefits through our projects, particularly through renaturation or de-impermeabilisation measures in urban areas.

setec's recognition of the importance of this issue was also demonstrated by the signing of the Syntec-Ingénierie Climate and Biodiversity Charter in October 2024



ROMAIN BAZZANA

Senior environmental Engineer, **setec als**

« The sequence "avoid, reduce, compensate" has always been one of the pillars guiding our environmental impact studies. Today, we have acquired a certain know-how and therefore wish to use our specific skills to support other communities on the issues of zero Net artificialisation. »



PHILIPPE BORNENS

Director of the *setec in vivo* brand, **setec énergie environnement**

« Specialists in marine environment and oceanography, we assist numerous project developers in the study of the marine and coastal environment, particularly in the field of marine renewable energy. We intervene before the initial stages of the project, by carrying out preliminary studies, then during and after the works, for the environmental supervision during the exploitation phases. »



AYMERIC JAYET

Project Manager environmental Assessment, **setec énergie environnement**

« "Protecting the population from floods with low-carbon solutions, reduced investments, while improving the renaturation of rivers and preserving biodiversity... this is what we are proposing with the Castor project," explains Aymeric Jayet, design engineer. »

Innovation at the service of the ecological transition



Pillar of the CSR Roadmap:

Advise and act to reduce environmental impact of our projects and activities



I&C commitment:

Expand the scope of our activities to better tackle ecological, climatic and energy issues.



REVOCO BY SETEC: A platform for sustainable management of industrial waste from construction, as well as commercial and household waste.

revoco
by setec

The solution connects waste producers and buyers in order to meet three main objectives: the search for recycling channels for each waste category, the digitisation and traceability of waste streams, as well as data analysis to meet regulatory obligations and measure process performance.



KAREN DIARD
Deputy General Director and co-founder of **revoco by setec**,
setec énergie environnement

« The added value provided by the innovation programme lies in the methodology, which enables rapid progress from idea to project in an intrapreneurial mode accompanied by sustained support. The conclusion of this initial run in the form of a pitch, attended by potential external investors and the group's senior management, was a highlight, and a particularly stimulating and enriching experience. »

FERTILE SOILS AND SOILS



LINA BOUVET
Waste Management studies Engineer,
setec énergie environnement



« The **“FERTILE LAND AND SOILS” ACTIVITY** stems from the observation that our projects can cause significant quantities of sterile waste, involving handling and transport operations that consume fossil fuels, for their evacuation from the site to disposal facilities. They can also require large amounts of fertile soil, the production of which also consumes fossil fuels. The idea is to recycle these sterile materials in situ to avoid bringing in topsoil from outside the project area, using the concept of soil engineering. This approach makes it possible to restore soil that can support vegetation and reintroduce ecosystem services provided by the soil (biodiversity reservoir, water management, etc.). Identifying and recovering resources produced by the urban environment is one way of reducing the carbon impact of projects and achieving the goal of zero net land artificialisation. »

URBAN SET: A land and territorial intelligence platform for the transition of territories, developed by **set by setec**.

URBAN SET.

The platform provides access to essential information for specific professions (land use, urban planning, economic development, environment, mobility, etc.) and makes it easy to cross-reference, verify, analyse, track and export this data. In doing so, Urban Set provides land-use planning professionals with greater control over their areas of intervention, saves time in the collection, processing and formatting of key data, and provides a more global view of land-use planning projects, strategies and issues.



BAPTISTE BAURENS
General Director and co-founder, **set by setec**

« The features and data offered by Urban Set are linked to issues that are essential for the future of our territories and their ecological transition: the implementation of Zero Net Artificialisation, the optimisation and reclassification of land in economic areas, the management of urban renewal projects, the development of sustainable mobility, and, in the future, the planning and monitoring of territorial strategies for adaptation to climate change. »

The direct environmental impact of the setec group



Pillar of the CSR Roadmap:

Advise and act to reduce environmental impact of our projects and activities



E&C commitment:

Reduce the environmental impacts of our activities

Since the launch of the Engineers & Citizens initiative, we have taken steps to reduce our direct impact, which we can implement easily and rapidly through eco-friendly behaviour. Although these actions represent less potential carbon savings than our projects, they concern us all, in France and abroad, because they help us to develop better habits.



CONSTANCE LALOYE
climate strategy engineer,
setec énergie environnement

« The carbon footprint assessment carried out by **setec** shows that our purchases of goods and services and our travel habits are the two areas on which efforts must be focused. Work has begun with the preparation of guides to achieve a greater degree of sobriety. »

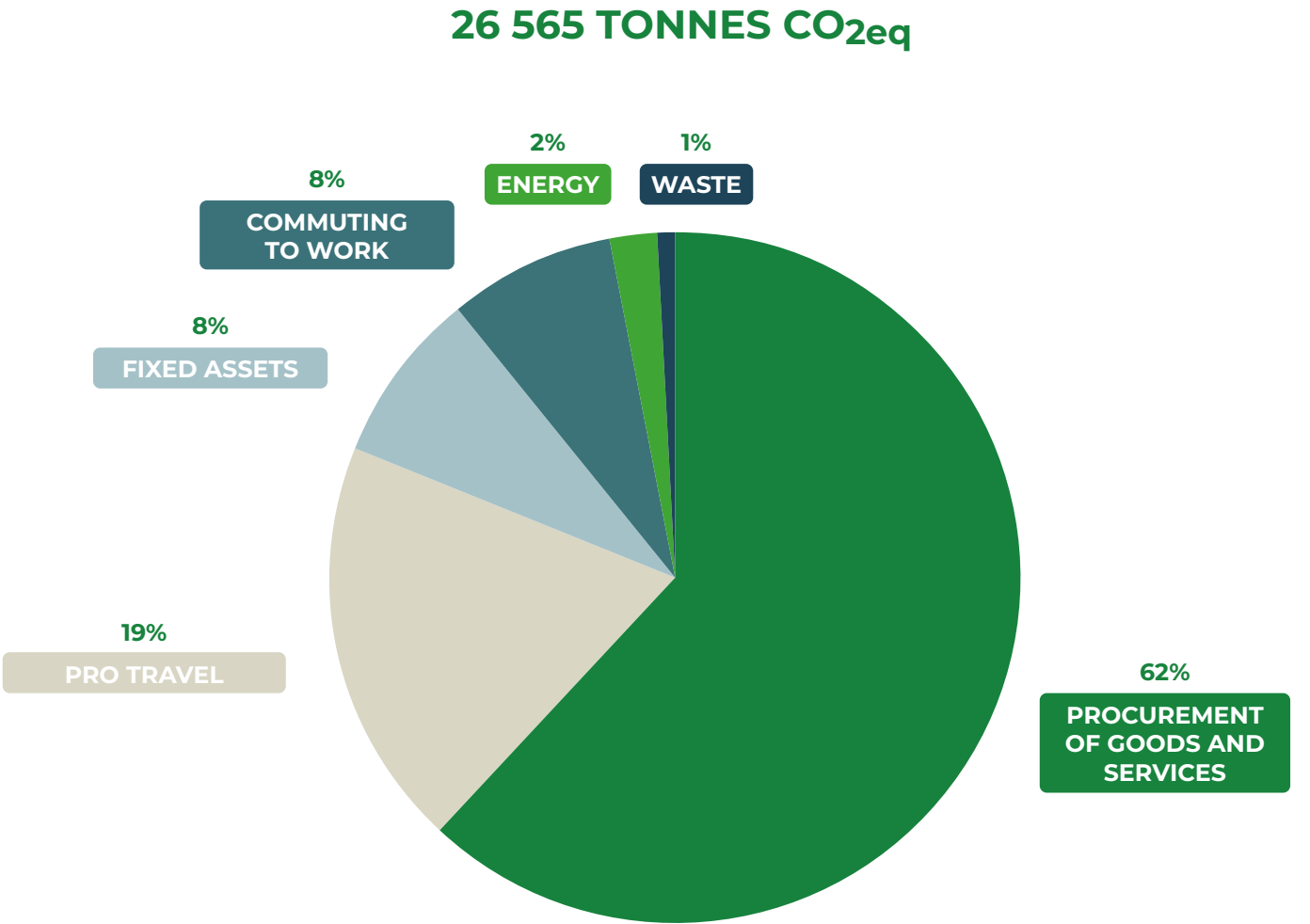
In terms of internal reduction levers, the policies deployed as part of the Engineers & Citizens approach and drafted to meet the challenges in the main areas of carbon footprint estimation (business and home-work travel, purchases, etc.) are paying off.

These policies are reflected in a responsible travel guide, which covers all aspects of travel, including trains, planes and rental cars, and provides guidelines for managing the group's vehicle fleet (both owned and leased), which are directly implemented in **setec's** responsible purchasing policy. In addition, documents are distributed and awareness-raising activities are carried out among the teams.

Estimation of the setec group's carbon footprint in 2023 and management of our emissions

Aiming to reduce emissions, **setec** is working to increase the accuracy of the data it collects for carbon estimation, as well as improving the process to make it easier to collect. In addition, **setec** has committed to having this approach validated by the Science Based Targets initiative (SBTi).

In 2023, the distribution of estimated greenhouse gas emissions in France is as follows:



FRENCH PERIMETER ONLY =
26.5 KT CO₂eq
(versus 22.1 kt CO₂eq in 2022)

Or 9.3 tCO₂eq/FTE (versus 7.8 tCO₂eq/FTE in 2022, due in particular to an increase of 25% in business travel, 25% in fixed assets, 19% in purchases of goods and services and 16% in commuting).

ALL PERIMETER SETEC =
28,1 KT CO₂eq
(versus 22,1 kt CO₂eq in 2022)

A change in methodology with broadening of the scope and a better consideration of the data resulted in an increase in the carbon footprint between 2022 and 2023.

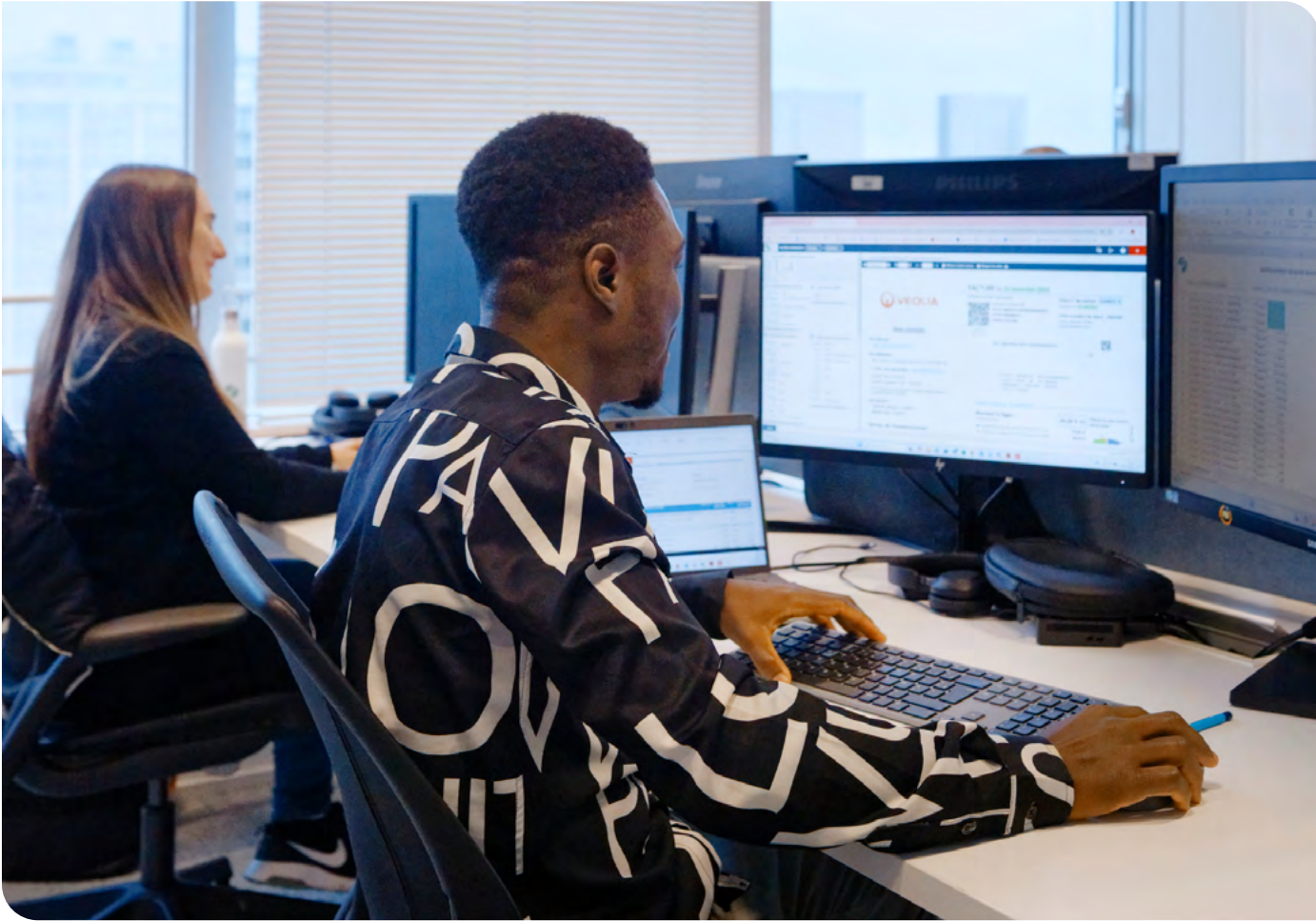
Responsible digital and digital sobriety at the heart of engineering

Digital sobriety is the result of a growing awareness of the rapidly expanding and continuous growth of digital technology in our daily lives. Digital technology is a powerful driver of progress and innovation, accelerating exchanges, facilitating communication and optimising calculations and simulations. However, excessive or inappropriate use of these tools has major environmental impacts that must be reduced urgently.

The rapid growth of digital technology has significant consequences, particularly in terms of greenhouse gas emissions, energy consumption and the depletion of natural resources such as metals and rare earths. Resulting from the “Engineers and Citizens” initiative, our digital sobriety policy aims to take specific action to reduce these impacts and promote a responsible use of digital technology, led by the Group’s Information Systems Department with the active support of the Digital Sobriety Committee.

The aim is to establish a genuine culture of responsible digital technology throughout all **setec** companies. This involves disseminating best operational practices and developing data management processes such as data storage and archiving.

The central question in the debate on digital sobriety is that of usage. The principle of uses is intimately linked to the physical reality of infrastructures: For example, the evolution of the volume of data leads to the development of infrastructures that transport, process and preserve them, thus allowing new uses to emerge, which themselves consume more data thanks to this new availability. The principle of the ‘rebound effect’ therefore also applies to digital technology.



A few actions:

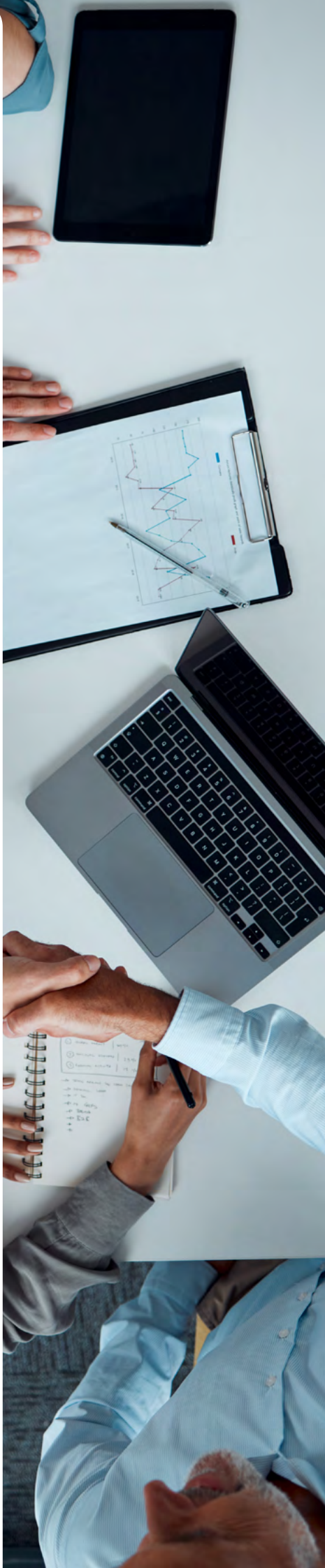
- Launch of the Digital Fresco workshop for teams in France;
- Identification of a referent or digital sobriety referent by each **setec** company;
- Organisation of ‘Digital Cleanup Day’ and ‘Digital Cleanup Week’, an inter-company challenge that raised employee awareness of the environmental footprint of digital technology and shared ideas for actions to reduce this impact;
- Development of a digital sobriety policy for the group and creation of best practice guidelines;
- Establishment of a Digital Sobriety Committee to help structure the group’s approach.

In 2024, we reached a key milestone with the completion of a life cycle analysis of our information system. This study made it possible to assess the environmental footprint of our digital uses, on several impact indicators and to identify the main levers for action.

The main results (scope including all **setec** companies) :

- The three impact categories contributing cumulatively to **MORE THAN 80%** of the impacts are: mineral resource depletion, fossil resource use and climate change.
- Over the entire life cycle of **setec**’s information systems, the production of user terminals alone accounts for **82.97%** of the impact, two-thirds of which is due to the manufacture of screens.
- **68,56%** of the impact of **setec**’s digital service is on the depletion of mineral resources. This is due to the presence of gold in integrated circuits, which is responsible for much of the impact of terminals.

A digital sobriety action plan has been defined to follow the results obtained and according to the following main levers: increase the lifecycle of equipment, limit the number and size of screens, and limit the weight of equipment.





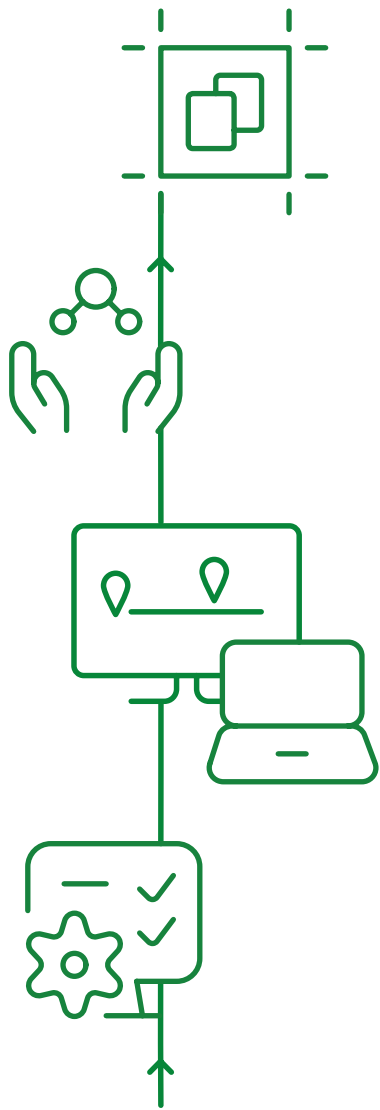
JEAN-PIERRE JACQUET
Innovation Manager, **setec advice & services**

« With digital technology developing rapidly, at **setec** we are evolving our practices to manage its impact. Digital sobriety primarily concerns the lifespan of equipment, but also energy consumption. »



LISE VILMEN
CSR Officer, **setec advice & services**

« In today's world, as in engineering, digital technology is essential for meeting both environmental and societal challenges. Digital sobriety simply involves requesting our uses and reasoning them. This involves the question of our equipment, which is responsible for the major impact of this sector, and on which it is relatively easy to act, especially at an individual level. »



Sustainable management of our waste



setec is committed to promoting responsible and sustainable waste management on sites where it operates. This project, designed to combine awareness raising, practical implementation and continuous improvement, is based on structured and ambitious actions.

setec has implemented a waste sorting system across its different sites in France and abroad, in accordance with regulations, accompanied by a practical internal sorting guide. This guide, designed to raise awareness among teams, details best practices for optimising sorting in the workplace. To ensure consistent and efficient implementation, a “waste sorting” referent has been designated at each **setec** site in France.

In order to encourage reuse and recovery, an exchange network of office supplies has been set up between the French companies of the group. This system promotes an internal circular economy by limiting waste and valuing equipment that is still usable. And in a logic of shared culture of ecological responsibility, articles and newsletters are regularly disseminated via intranet. These contents recall the importance of sorting and share eco-responsible advice, not only in the professional setting, but also in their daily lives.

6

sites audited in 2024 on their waste management

Site-specific diagnostics are followed by an in-depth study phase, leading to the implementation of a waste management improvement plan and a formalised management policy.

Some examples of eco-behavioural actions

RECYCLING OF PERSONAL PROTECTIVE EQUIPMENT

A solution has been implemented in France at group level to recycle workwear, helmets and safety footwear, in partnership with Triethic (a company specialising in adapted work) and Takapas.

RESPONSIBLE PURCHASING

Drafting of a group policy on responsible purchasing of goods, services and intellectual services; creation of a **setec** guide to responsible purchasing; creation of a process for evaluating of our suppliers (goods, services and intellectual services) on their CSR practices.

SUSTAINABLE MANAGEMENT OF THE CAR FLEET

Implementation of a group management policy for our car fleet in France.

GUIDE TO SUSTAINABLE TRAVEL

A responsible travel policy to better manage all our business travel.

SETEC ENERGY EFFICIENCY PLAN

Deployment of a plan throughout all **setec** sites in France.

WAR ON PLASTIC

Distribution of glass bottles to employees who have made the request.

REMOTE WORKING CHARTER

Formalisation of rules applicable to remote working within **setec** companies.

SUSTAINABLE MOBILITY

Deployment since 2020 of the Sustainable Mobility Package (FMD) for home-to-work travel of our teams in France .

LOCAL ACTIONS

Waste collection and recycling campaigns, awareness-raising and workshops on eco-friendly behaviour, monitoring of energy and water consumption and waste production... various initiatives are being rolled out locally in our various offices in France and abroad.



ELZIO MISTRELO
Senior Engineer **setec hidrobrasileira**

« We participate in all the group actions, such as the Low Carbon Assessment, the Low Carbon Competition which took place in 2022, the «Climate Fresco» workshops and we show internal information videos. Our IT team recycles equipment that would otherwise be discarded, increasing their life span and reducing the environmental impact. We have eliminated the use of plastic, as well as single-use materials, and we recycle everything we can. »





Company information

setec is a responsible employer and shares with their teams a common corporate culture committed to the projects they carry out and their impact on the ecosystem in which we operate. Careful management of the workforce gives **setec** a steady and sustainable growth. The majority of our employees are employed on permanent contracts, in accordance with the legal regulations governing our practices. One of **setec**'s values is 'People first', because the success of our projects depends not only on the skills of our teams, but also on our ability to develop working relationships that are respectful of each individual and encourage collaboration. Our ambition is for everyone to feel free to express their ideas and opinions without fear of judgement: an essential ingredient for fostering entrepreneurship and innovation.

Act, learn, grow: this is a promise that **setec** makes to its teams by encouraging everyone to take charge of their own development, both technically and personally. This promise guides the actions we take within our companies. Shared actions and common goals: attracting new talent, contributing to the development of our expertise and skills, promoting the fulfilment of our employees wherever we operate, and working to ensure equal opportunities.

OUR ACTIONS AND KEY FIGURES

Our main actions on “social” issues

- Sustainable implementation and **SUPERVISION OF REMOTE WORKING** (2020, updated in 2024)
- Deployment of a **«CHARTER ON THE RIGHT TO DISCONNECT»** (2023)
- Launch of **REGULAR ANNUAL AWARENESS CAMPAIGNS ON THE THEME OF DIVERSITY**: conferences, e-learning on the fight against everyday sexism in the workplace, etc... (2023-2024)
- Nomination of a **DISABILITY ADVISOR PER COMPANY AND TRAINING PROGRAM** (2024)
- Participation in the event **«WOMEN IN ENGINEERING»** (2024)
- Deployment of a **DIVERSITY E-LEARNING** for teams in France (2024)
- Launch of a working group for the **ELABORATION OF A «DISABILITY AND CARE-GIVING EMPLOYEES CHARTER»** (2024)
- Launch of an internal **MENTORING FOR WOMEN** trial program (2024)
- Participation in a **WORKSHOP ON DIVERSITY IN THE WORKPLACE IN COLLABORATION WITH THE ÉCOLE SPÉCIALE DES TRAVAUX PUBLICS**, du bâtiment et de l'industrie (ESTP) during the orientation day for first-year students (2024)
- Ideas shared with employee representatives in France to **CHANGE THE COMPANY SAVINGS PLAN FUNDS** for employees in France to more virtuous funds (2024, implementation in 2025)
- Organisation d'un **INTER-COMPANY SPORTING EVENT SETEC GAMES** (2024)

Some key figures on “social” issues

	Key figure (at 31/12 of the year concerned)	2024	Variation	2023	2022
Organic and cautious growth, with a wide range of profiles and backgrounds	Total number of employees in the setec group	4 000 employees, including: - 3,100 in France - 900 outside of France	↗	3 900 employees, of : 2 900 in France and 700 out of France	3 600 employees, 2 800 in France et 800 to international
	Number of experts represented in the setec group (average over the year concerned)	70 nationalities	STABILITY	69 nationalities	68 nationalities
	universities represented in the setec group (average over the year concerned)	100 schools and universities	STABILITY	100 schools and universities	100 schools and universities

	Key figure (at 31/12 of the year concerned)	2024	Variation	2023	2022
A responsible employer and sustainable jobs	Ratio of workforce covered by employee representation systems in countries where such representation is regulated by local labour law	100% of workforce are covered	STABILITY	100% of employees are covered	100% of employees are covered
A commitment to young people and education, to attract them to engineering professions	Ratio of employees with a traineeship contract (average over the year concerned)	8% of the workforce	STABILITY	7% of the workforce	8% of the workforce
	Ratio of workforce with an apprenticeship or professionalisation employment contract (average over the year concerned)	2% of the workforce	STABILITY	2% of the workforce	2% of the workforce
A long-term training programme linked to setec's core activities	Number of employees trained by the internal university during the year	855 employees	↘	1 103 employees	1 307 employees
	Number of training modules available via the internal university of the setec group	38 training modules	↗	36 training modules	Information not available
	Number of training sessions conducted by the internal university of the setec group in the year	83 training sessions	↘	92 training sessions	85 training sessions
A commitment to work for gender equality	Overall score of the gender equality index, index calculated on the perimeter of companies in France only	83/100	↘	87/100	85/100
	Ratio of women in our salaried workforce (average over the year concerned)	38% women	STABILITY	38% women	36% women
	Ratio of female executives within the scope of companies in France only (average over the year concerned)	36% women	STABILITY	37% women	35% women

	Key-figures (at 31/12 of the year concerned)	2024	Variation	2023	2022
The health and safety of our employees, a priority for setec and a strong commitment	Ratio of employees covered by social protection – guarantees adapted to the rules of the country of attachment (average over the year concerned)	100% of employees are covered	STABILITY	100% of employees are covered	100% of employees are covered
	Number of accidents at work on the perimeter of companies in France only	22 accidents	↘	37 accidents	25 accidents
	Number of cases of occupational disease on the perimeter of companies in France only	0 cases	STABILITY	0 cases	0 cases
	Number of deaths related to accidents at work and/or occupational diseases on the perimeter of companies in France only	0 deaths	STABILITY	0 deaths	0 deaths
	Volume of days lost (in working days) due to accidents at work, deaths or health problems on the perimeter of companies in France only	23 500 days	↗	18 700 days	22 300 days
Zero tolerance for human rights abuses	Number of serious human rights incidents affecting setec staff during the year on the perimeter of companies in France only	0 serious incident	STABILITY	0 serious incident	0 serious incident



RECRUITMENT AS THE FIRST STEP TOWARDS OUR SOCIAL IMPACT



Pillar of the CSR Roadmap:

Encourage professional accomplishment and development among our employees



E&C commitment:

Ensure fairness, diversity and inclusion in our recruitment and career development processes

Our recruitment policy is to recruit candidates with different educational backgrounds and experience, as diversity is an essential asset that enables **setec** to support its growth ambitions and respond effectively to the challenges associated with engineering professions.

For **setec**, recruitment is a long-term mutual commitment. The majority of our recruitment is therefore carried out on the basis of permanent employment contracts. The recruitment process is managed by each company's human resources department and is based on the principles of equal opportunities and diversity. No discrimination that could exclude a candidate will be tolerated.

Applications received are reviewed by HR teams, who assess the compatibility of the candidate's profile, skills and experience with our corporate culture and the needs of our projects.

Recruitment tools can be used to facilitate the selection process, but the decision to recruit is primarily based on the technical skills and human qualities of the candidate.

The integration of a new employee into our workforce

New employees who join setec follow a two-step integration path to discover the company and, more globally, setec activities

A group integration programme consisting of an integration day, a presentation and exchanges with an internal expert on one of **setec**'s flagship projects, as well as workshops on each of the priorities of our Transitions 2025 strategic plan.

Group integration seminars, organised since 2011, bring together approximately 100 employees from each main location in France to meet with the Group's Executive Management, Directors and members of the HR team.

This programme enables everyone to gain a better understanding of **setec** and to act as a **setec** ambassador when representing setec to clients, schools or external partners.

An integration programme within the company, during which new employees receive personalised support defined by the HR teams.



TRAINING AND SKILLS DEVELOPMENT AS ESSENTIAL ELEMENTS OF TALENT MANAGEMENT

In addition, each new employee benefits during the first year of training on related topics with our commitments **Engineers & Citizens**

Three e-learning modules: cybersecurity risks, corruption and influence peddling, diversity as a vector of well-being together;

Awareness of climate change issues with The Climate Fresco workshop;

Raising awareness of issues related to digital footprints with the Digital Fresco workshop (particularly for employees in cross-functional IT and information systems departments).



Pillar of the CSR Roadmap:

Encourage professional accomplishment and development among our employees



E&C commitment:

Developing our talents and building a group culture through skill sharing

Developing our talents and building a group culture are major challenges to help companies cope with the transitions that are affecting our professions. **setec** promises to support its teams throughout their professional careers, enabling them to adapt their knowledge, particularly in relation to environmental and climate issues.

We also attach great importance to the diversity and multidisciplinary of the missions and projects that we entrust to our teams, all contributing to the development of their knowledge, adaptability and inventive reflexion to propose innovative solutions. We are committed to adapting our training courses to meet the growing demand for state-of-the-art engineering in environmental and digital subjects, both in France and outside France.

The group and its subsidiaries invest more than 3% of their payroll each year in training through a proactive skills development plan (each employee can benefit from at least one training per year as long as they meet a need related to their profession). In addition, all teams have access to our Engineers & Citizens knowledge platform, as well as tailor-made training courses designed with the help of companies within the **setec** campus.

Two new e-learning modules are being developed ("Introduction to CSR at **setec**" and "Introduction to environmental issues") and will be deployed as part of this common minimum curriculum by 2025.

setec Campus, our internal university



Open to all employees of the group, all over the world, the **setec** Campus was launched in 2017 and allows to share knowledge and develop skills at **setec**. In line with the strategic plan, it aims to cultivate our internal skills, strengthen cooperation between companies and develop our international outlook. To achieve this, **setec** Campus provides all **setec** employees with access to its range of training courses and conferences.

The Campus is organised around four “Colleges”:

COLLEGE 1

Technical expertise and project management:

Transversal training (initiation to GIS, BIM Infrastructure, data and Power BI pathway...),

as well as training in project management and management.

COLLEGE 2

Engineers & Citizens:

Awareness-raising and training to improve the skills and knowledge of **setec** employees in relation to the ecological, energy, and climate transition

and our CSR approach, including health and safety.

COLLEGE 3

Managerial Leadership and behavioural Competencies:

coaching of management and developing soft skills (work time management/ remote work, leadership, feedback, positive outlook, quality of life at work and personal ecology, pitch techniques, intercultural relations, etc.)

COLLEGE 4

Campus 360° :

conference program to expand knowledge for **setec** teams and raise awareness of our professions internally (global developments, market transformations, new technologies, engineering ethics, etc.).

The creative and participatory workshop “The Climate Fresco”



NICOLAS METZ

Design engineer and in-house animator of the climate fresco, **setec tpi**

The workshop draws on the findings of the latest reports from the Intergovernmental Panel on Climate Change (IPCC) and mobilises collective intelligence to give participants a better understanding of the mechanisms and consequences of climate change. This is the shared scientific foundation that we wish to share with every employee in the group on the subject of climate and greenhouse gases.

« I joined **setec** in October 2020 and, a year later, I completed the Climate Fresco training course. It was a real wake-up call, and it made me want to become a Fresco facilitator myself. Becoming a trainer is a very interesting exercise, which provides a change from everyday activities and allows you to meet colleagues from across the group, taking you outside your usual working environment. The enthusiasm of the participants during the training and their very positive feedback are the strongest encouragement for me to continue my commitment. »



Sharing information about CSR

Four main areas of sharing
Engineers & Citizens skills:

Customised training
courses to enable **setec**
teams to improve their
skills and develop their
knowledge of

environmental, societal
and governance issues,
as well as to facilitate
the exchange of ideas
between companies and
open new horizons.

The development of the
Engineers & Citizens
knowledge platform,
a space for exchange
and learning that brings
together fundamental
cross-disciplinary
information and
knowledge from **setec**
teams, as well as in-depth
content on thematic
insights around Engineers
& Citizens topics.

The implementation of
regular actions to map,
develop and enhance our
80+ key environmental
skills.

The organisation of
'E&C Fridays' weekly
meetings on actions
related to our Engineers
& Citizens initiative and
our ecological, social and
societal transitions.



The relationship between schools and education

setec maintains an ongoing relationship with schools and universities, particularly through teaching. We wish to develop our relationships by targeting institutions that operate in our traditional areas of expertise and by forging closer ties with stakeholders working in new, forward-looking sectors. Every year, numerous initiatives are carried out in these schools and, more generally, in engineering schools:

- Organisation of site visits;
- Career coaching for students during school projects and challenges;
- HR coaching: interview simulations and personalised workshops.
- Working on HR communications and the **setec** employer brand.

Between
15 and 20
school forums per year
in France

Welcome of
250 and 60
alternating trainees
Per year within companies
in France

Participation in education :
200
setec lecturers, either on an
ad hoc or recurring basis



PERRINE CAZES

Deputy Director of Transport and Mobility Research and
Lecturer at the City of Paris School of Engineering (EIVP),
setec its

« Teaching provides an opportunity to take a step back from the day-to-day management of our business and our clients. It's a real breath of fresh air that allows you to ask yourself fundamental questions such as: what do I want to convey to these professionals? What are the basic rules? It's also about why I love my job and the meaning behind what I do. »



AYMERIC PERRET DU CRAY

Deputy Director of Transport and Mobility Research and Lecturer
at the City of Paris School of Engineering (EIVP), **setec tpi**

« Teaching is a special moment. An opportunity to learn and explore topics in greater detail, which is not always possible when urgent business matters and projects require urgent action. And then there is the fact that it is a yearly event, which helps to consolidate knowledge. »

A commitment to young people, to attract them to engineering careers

As part of its commitment to young people and promoting careers in engineering, **setec** welcomes interns every year (secondary school pupils and students in higher education). In 2024, **setec** welcomed approximately 60 interns to France during January, February and June at our offices in Paris, Lyon and Vitrolles. An opportunity for different graduating classes to discover our teams working in a wide range of fields (ticketing and mobility, railway projects, urban planning, linear infrastructure, etc.), as well as cross-functional roles (HR, communications, IT systems, sustainable development/CSR). Site visits were organised to demonstrate how our engineering contributes to projects in a practical way. Secondary school students on work experience in Paris were able to visit the Metro line 16 tunnel at Le Bourget and discover the different types of equipment needed to ensure the smooth running of the future Grand Paris Metro. It is also an opportunity for our teams to discuss with young people their expectations of the workplace and the specificities of engineering (public clients, employee ownership, service profession, long-term projects).



International outlook and hybridisation of skills

Raising awareness within our teams of the international career opportunities offered by **setec**, attracting and training talented employees with a strong international outlook is also one of our commitments. The hybridisation of skills, in other words, the ability to share our expertise without borders, is one of the factors contributing to the successful development of teams, both in France and abroad. As such, **setec** is committed to developing platforms for exchange, enabling teams to share best practices and learn together.

To ensure the success of projects in an international context and raise awareness of cultural differences, **setec** offers employees who are required to travel for long periods to a country other than their country-of-origin, training on the challenges of working in an intercultural environment.

Since 2023, **setec** has also been organising webinars entitled “Going International”, giving a voice to employees working on international projects and addressing the subject of international mobility at **setec** as a whole, as well as opportunities abroad.



BEATRIZ DI FRANCESCO PICCIAFUOCO
Environmental engineer, **setec hidrobrasileira**

« In 2024, I had the honour of participating in **setec**'s skills hybridisation programme with the **setec** international teams in France. I participated in events and underwent practical training, applying the knowledge I had gained on concrete projects and real challenges. In addition to technical development, the program was an excellent opportunity to build relationships and networks for future international projects and collaborations. The value of this experience is priceless. The potential of what I have learned to transform the way we conduct planning and assess the environmental impacts of our engineering projects is enormous. In addition, the interaction with the French team was great and strengthened the ties between the two subsidiaries, so we continue to share best practices and encourage innovation. »



JULIE CAMBAR
International Mobility Officer, **setec advice & services**

« For those who are hesitant to commit to long-term expatriation, we can sometimes suggest trying it out for a year first and then evaluating the situation after a few months. This allows them to go and see how things work out in the field before deciding to commit to a long-term arrangement. In addition, **setec** has an international mobility policy and offers comprehensive support, including administrative and logistical aspects. »



ALPER SERT
Area manager and trainer, **setec IPMC**

« Have you ever wondered how many times a French person says “no” in a day? What impact do you think a direct “no” can have on your interlocutors? In many cultures, it is not appropriate to express disagreement so directly. French culture is one of those that must be attentive to that difference! As such, this training helps us to better understand our own cultures, both personal and national. »



Continuing education to develop skills

Continuing education is a preferred way for **setec** to adapt the group's talents to environmental and technological changes.



YACOUBA SORO
Project Manager Infrastructure, Transport and Urban equipment, **setec Afrique** – He completed a professional master's degree in Transport and Urban Planning (Institut National Polytechnique Houphouët Boigny and Ecole Nationale des Ponts et Chaussées) as part of a continuing education programme funded by **setec**.

« I am a civil engineering engineer, and I wanted to evolve, beyond the construction of infrastructures, toward their operation, security and their programming... Urban mobility is a crucial theme for our African cities, which are developing dynamically, but often anarchically. Thanks to this master's degree, **setec** entrusted me with mobility projects. I am very happy with the opportunity that has been offered to me. »

Internal mobility as a career opportunity at setec

Internal mobility may concern internal mobility between companies based in the same country (temporary or permanent) or companies based in different countries (VIE, expatriation, local contract).

The internal mobility policy is based on a win-win approach, both for the employee, the company and the Group as a whole. Like recruitment, internal mobility is an essential element for a dynamic and successful management of jobs and career paths.

Among our mobility tools, we offer our employees an internal job exchange, available to all, where they can view job vacancies within the group at any time and apply if they wish.



AN APPROACH TO PROMOTE DIVERSITY, INCLUSION AND EQUITY



Pillar of the CSR Roadmap:

Encourage professional accomplishment and development among our employees



E&C commitment:

Ensuring equity, diversity and inclusion in our recruitment and career development processes

For several years, we have been pursuing a proactive HR policy that promotes the development of our teams. Our commitment is reflected in concrete actions taken by each of our companies in terms of inclusion, equity and diversity.

We collectively ensure that our practices in promotion, professional development and day-to-day relationships are inclusive and enable everyone to thrive within the group. Diversity and inclusion are key issues for **setec**, which is committed to working with diversity without prejudice and to create an open and respectful working environment. Our HR department and managers are regularly made aware of these issues.

Certain issues, such as gender parity, go beyond the concept of equal treatment. Together with the entire profession, we are committed to promoting our careers regardless of gender, starting at a young age in order to prevent schoolgirls (and schoolboys) from thinking that our careers are primarily reserved for men.

38% of **setec's** workforce is female. We have identified room for improvement, particularly with regard to the representation of women in management positions. But parity is not the only subject when we talk about diversity, the subject is much broader. It concerns social and geographical origin, culture and language, as well as gender identity, sexual orientation or family status. Talking about diversity in the workplace means acknowledging that differences between individuals are an asset and that it is up to each of us to work towards a balanced working environment in which we can all thrive.

38%

of **setec's** workforce
are women

Talking about diversity in the workplace means acknowledging that differences between individuals are an asset and that it is up to each of us to work towards a balanced working environment in which we can all thrive.

Many **setec** companies are already taking concrete, simple actions that reflect our values and deserve to be expanded to enrich our community. Potential initiatives include dedicated inter-company discussion sessions and testimonials, awareness-raising activities and conferences (on parenting, health at work), support for associations and dedicated events (in France for example: Assises de la Parité 2023, Association Rev'Elles, Remise du Prix Ingénieuses 2024, Paris Data Ladies, Association Femmes en Mouvement, Association Elles Bougent, Association Femmes Ingénieures) and a mentoring programme to help our teams take on positions of responsibility. Among the initiatives carried out in 2023 is the support provided to young women through the Rev'Elles Association to help them define their career paths and prepare them for decisions relating to higher education. They were able to spend time with **setec** employees who answered their questions and coached them on how to write their CVs and prepare for job interviews.



BENEDICTE DANIS
Deputy General Director, **setec bâtiment**

« As part of the Safety Week organised from the 4th to the 7th of November, **setec bâtiment** invited the Women's Foundation to speak to employees and their families. This initiative aimed to raise awareness and train teams to tackle street harassment, through the Stand-Up programme. This training course provided a better understanding of the issues involved and introduced practical tools based on the 5D method for ensuring safety during interventions. More than thirty people (57% women / 43% men) had the chance to participate in this training: 100% recommend it; 85% say they understand the concept of street harassment and understand its impact on victims; 71% believe they would be able to react in the future if they were victims, and 100% believe they would be able to react if they were witnesses. »



Promoting the feminisation of engineering professions

Our main challenge in terms of gender equality concerns the feminisation of engineering professions and women's access to all positions, regardless of the level of responsibility required. In this context, we have undertaken a number of actions:

The signing of contribution to the Syntec-Ingénierie Diversity Charter in 2021, with the objectives of mobilising the engineering sector to change its image among young people, particularly young girls, ensuring equal treatment between women and men throughout their careers, promoting a work-life balance for all, and encouraging access to management positions for women by developing opportunities for promotion.

The organisation and the contribution to events related to gender diversity in the engineering world.

The creation of a channel for sharing best practices, made up of employees, HR and managers, DIVERSETEC, to jointly develop group actions around targeted themes: diversity awareness, gender equality committee, LGBTQIA+ awareness.

Providing support to female secondary school students in their career choices: the 'Capital Filles' sponsorship initiative.

The creation of "Women Engineers Cafés" to promote the exchange of best practices.

The implementation of the 'Réussir au féminin' (Women's Success) mentoring programme (see below).

Financial support for associations via the apprenticeship tax: 'Elles Bougent', LADAPT, second chance school.



Our 'Women's Success' mentoring programme

In April 2024, **setec** launched a mentoring programme for female engineers. This pilot scheme initially aims to support the professional development of 8 female employees of **setec tpi**. This initiative is part of **setec**'s commitment to gender equality. The objective is to achieve a greater gender diversity within the workforce and increase the representation of women in positions of responsibility. By implementing this programme, the aim is to open up new possibilities for development within the group. It is also an opportunity to share good practices by taking advantage of a different look at development possibilities. The programme will be evaluated with a view to expanding across the group in 2025.



STEPHANIE SOUEID
Senior engineer and mentor in the 'Réussir au féminin' (Success for Women) programme, **setec tpi**

« I am very pleased to have been selected to participate in this programme. The training is great! I have been able to implement measures that have helped to improve my professional development. As for mentoring, I hope it will help me achieve the goals that emerged from the 'Réussir au féminin' programme. I have already started to set one up, but I still feel the need for support. »



ARIANE ROBERT
Deputy General Director and mentor in the "Réussir au féminin" program, **setec is**

« I am very interested in the programme's structure, which encourages mentoring, and the fact that it is inter-company. I am delighted to be in this mentoring role, knowing that I myself have benefited from it. »



Fighting everyday sexism in the workplace

In early 2024, **setec** signed the commitment to the #StOpE initiative (stop everyday sexism in the workplace), coordinated by the French Association of Diversity Managers (AFMD), which is committed to promoting change and increasing its impact on organisational culture. This signature is a further step in our daily commitment against ordinary sexism at work. More broadly, it is an initiative that promotes diversity and inclusion.

The main commitments of the #StOpE approach:

- Demonstrate and apply the principle of zero tolerance
- Raise awareness about sexist behaviour (actions, comments, attitudes) and their impact
- Provide targeted training on obligations and best practices for tackling everyday sexism
- Provide our employees with educational tools to deal with sexist behaviour in the workplace
- Encourage all our employees to contribute, prevent, identify sexist behaviours and react to ordinary sexism
- Preventing situations involving sexism and providing personalised support to victims, witnesses and decision-makers in reporting and dealing with sexist behaviour.
- Sanction misconduct and communicate related sanctions
- Measure and put in place monitoring indicators to adapt the policy to tackle ordinary sexism

In June 2023, **setec** participated in the French Gender Equality Conference, making gender equality a priority for its CSR policy. Since then, numerous initiatives have been launched by the group's Human Resources Department and the HR teams at **setec** companies.

Among the obstacles identified to the recruitment and promotion of women in technical and scientific fields, including engineering, is gender-based discrimination. We therefore believe it is essential to raise awareness of this issue among all our teams: online modules on diversity have been available since early 2024, and a new module on everyday sexism in the workplace will be available in 2025.

All of the above actions, together with the significance attached to the projects we work on, contribute to **setec**'s appeal and to equal opportunities in terms of career development and promotion.



VALERIE BERNHARDT
Director in charge of group structuring, **setec consultants**

« The aim of #StOpE is to combine forces to fight everyday sexism in the workplace and to spread awareness of actions and best practices on this issue. When we learned about this initiative at the 2023 Gender Equality Conference, it was immediately clear that the **setec** group should join its signatories: this initiative helps raise awareness of everyday sexism in the workplace, demonstrates our ongoing commitment to this issue, allows us to share the practical measures already implemented within the group and discover those implemented by other companies, and finally, it encourages us to be ever more careful. »

Disability, inclusion and integration of vulnerable populations

setec's Disability Project coordinates actions within the group in close collaboration with companies and disability representatives. For setec, diversity and inclusion are an opportunity to confirm our commitment to diversity, human values, and solidarity. It is also a real opportunity to integrate teams from diverse backgrounds whose differences creates value. Our activities are not limited to the corporate sphere, as the companies within the group also promote integration through the projects they carry out on behalf of our clients.

Our commitment is reflected in two main initiatives:

Considering occupational health and keeping vulnerable employees in employment: introduction of disability advisors in subsidiaries in France, training of disability advisors in 2022 and 2024, regular awareness-raising initiatives for all teams introduction of paid leave donation and carers' leave for employees.

Integration and external support: training and implementation of insertion clauses with our local partners, support for dedicated associations via apprenticeship tax and donations of furniture, selection of service providers committed to professional reintegration, welcoming young people from disadvantaged backgrounds or with disabilities.



GOOD WORKING CONDITIONS AND COMMUNICATION



Pillar of the CSR Roadmap:

Encourage professional accomplishment and development among our employees



E&C commitment:

Strengthening the stimulating environment and well-being at work

We are committed to providing our teams with a stimulating working environment that combines interesting and meaningful tasks with good working conditions and positive interpersonal relationships, allowing each individual to feel free to dare and express their full potential.

The working environment we promote includes high technical and managerial standards, where each employee is challenged to progress and develop their skills in a supportive manner. In light of this ambition, our model of human-sized companies, which offers technical and managerial proximity and few hierarchical levels, makes perfect sense. Creating a working environment that encourages the fulfilment and wellbeing of every member of our teams is a priority for us. In addition, we are committed to structuring and sustaining mentoring and coaching, which are already widely practised within the company. Finally, remote working offers teams flexibility in organising their professional and personal lives. As a responsible employer, **setec** prioritises the wellbeing of its teams at work.

To talk about wellbeing is to act on:

#1

The content, interest and meaning given to the tasks assigned to our teams, which should enable them to work independently and responsibly.

#2

The creation of comfortable working conditions within a flexible environment that prioritises interpersonal connections and uncomplicated managerial relationships based on mutual trust: environment, employment conditions (working hours and rest periods) and managerial relationships managerial, extra-professional living conditions in relation to work, and parenthood.

#3

The opportunity to communicate, take action, and challenge our practices: working relationships and managerial support, exchanges and sharing among peers.



EVA BELCONDE
Human Resources Officer, **setec tpi**

« What I like is to work in a challenging and stimulating environment, while evolving in a company that respects and values its employees. The collaborative spirit and positive attitude of the teams and management are important values that contribute to my daily well-being. »

Among the actions taken to illustrate our commitment in concrete terms:

The progressive redevelopment of our offices in 2023-2024 (sites in Paris, Lyon, Vitrolles and the site of setec KSA), in order to promote collaborations taking into account new ways of working.

The flexibility offered in the organisation of the workplace, particularly through the introduction of remote working (an option available to all companies) or time savings accounts (for employees in France only).

A better understanding of life events: parenthood, illness or the loss of a loved one.

Our internal sports and cultural association “AS SETEC”

We also promote interactions between employees and subsidiaries through our association run by volunteer employees, or external partnerships to support sports and cultural associations.

The **setec** sports association was created with the aim of helping colleagues from all **setec** companies to share a sporting experience and get to know each other outside of work. Their motto: sharing in a spirit of conviviality!



COMMITMENTS TO THE HEALTH AND SAFETY OF OUR WORKFORCE



Pillar of the CSR Roadmap:

Encourage professional accomplishment and development among our employees



E&C commitment:

To preserve the health and safety of our employees.

Health and safety prevention is an ongoing priority in all our companies. We are committed to guaranteeing the physical and mental integrity of all our employees wherever our projects take us.

In addition to the procedures put in place in our companies (internal regulations, policies, health and safety management manuals), we provide dedicated training courses that are available through the **setec Campus** or the internal universities of **setec** companies.

Among the themes addressed to raise awareness and prevent risks:

- Preserve personal ecology (training for managers and employees)
- Detection and prevention of psychosocial risks
- Use of a defibrillator, workplace first aids and coherence training
- Prevention of road risks (bicycles, cars)

To offer the best possible health protection to our teams, we also offer a mutual insurance contract (and contingency in France) that includes psychological support when necessary. The contract in force in France also has a social fund designed to support an employee facing unexpected health difficulties.



BRUNO MOREL
Head of QSE, **setec tpi**

« At **setec tpi**, each employee follows a health and safety training/awareness programme, which includes the following: on their first day, training on how to react in emergency situations and the distribution of a printed ‘safety booklet’; during their induction day, a presentation of the overall health and safety strategy; followed by a more in-depth session on the main risks they may encounter; specific awareness training before going to work on a construction site; finally, regular updates throughout their career. In addition, there are optional 30-minute interactive mini-lectures to raise awareness, safety presentations during business group meetings, the posting of news flashes on the intranet in the event of an accident, and occasional awareness-raising initiatives. »

Initiation of a joint approach, across subsidiaries and departments, to occupational health and safety (OHS) within the group

In line with its commitment to promoting a common health and safety approach shared by all **setec** companies, an inter-company working group has been set up to advance these issues in a collaborative manner within **setec**. Due to the cross-cutting nature of the subjects related to health and safety of the **setec** teams and other stakeholders, this group is made up of members of the QSE community as well as members of the HR network.

The project is scheduled to run for five years. The first step will be the publication of **setec**'s shared health and safety policy, which will serve as a guide for the group's senior management and provide an overview of this issue.

The Tennaxia HSE regulatory monitoring tool has been adopted by all companies in the group.

Since 2022, **setec** has centralised the HSE monitoring and compliance tool. The contract is managed by a dedicated team and made available to companies for use within their respective scopes.

Companies certified in health and safety

In order to strengthen their health and safety approach, certain **setec** companies have been working towards certification for several years: ISO 45001 for **setec tpi**, **setec batiment**, **setec ferroviaire**, **setec nuclear** (France), as well as **setec hidrobrasileira** (Brazil) and **setec Gómez Cajiao** (Colombia). **setec Diadès** is MASE certified.

ISO 45001 and MASE both provide a structuring framework for companies, providing guidelines for continuous improvement of their health and safety performance. It should be noted that in most cases, these health and safety certifications are included in companies' integrated management systems.

Prevention of psycho-social risks

A training/awareness campaign on the prevention and detection of psychosocial risks is scheduled for managers. Some companies use team support platforms.

Seminars, regular meetings, forums for discussion and sharing between companies

To encourage collaboration and strengthen a culture of prevention, the network of QSE representatives from different companies hold regular meetings on specific topics and seminars, and also have forums for discussion, enabling companies to learn from each other and develop common practices.



A PROCEDURE TO PREVENT HUMAN RIGHTS VIOLATIONS AMONG OUR EMPLOYEES



Pillar of the CSR Roadmap:

Ensure that our values are respected in our actions



E&C commitment:

Preventing the risks of corruption and human rights violations.

An initial anti-modern slavery and human trafficking policy has been in place at **setec** since 2020. It applies in particular to companies with a certain number of activities in Great Britain, in compliance with British law. Audits of all relevant service providers are carried out using a questionnaire, and all employees concerned in Great Britain receive training. Specific requirements are also included in subcontracts.

Beyond this perimeter, work is underway in 2023 and 2024 within the group to extend the alert system to cases of non-respect of human rights on our operations. A campaign to raise awareness among teams about detecting cases of human rights violations (discrimination in all its forms, lack of social security, failure to respect freedom of choice in employment, unfair pay, etc.) is also planned for 2025.



Societal information

Because ecological transition is inseparable from societal transition, **setec** is also committed to actions related both to processes within its value chain and to society in general. This involves, in particular, our 'GO' or 'NO-GO' analyses based on our Engineers & Citizens approach, which we apply from the preliminary engagement assessment phase onwards. The work of the **setec Foundation** is also a key aspect of our societal impact, both in France and abroad.

OUR ACTIONS AND KEY FIGURES

Our main actions on “societal” issues


- **DEPLOYMENT OF THE GO / NO-GO OBSERVATORY** E&C and a process of preliminary evaluation of **setec** commitments in projects (2023-2024)
- **ACTIONS UNDERTAKEN BY THE SETEC FOUNDATION**, on the themes of “Development and sharing of knowledge on coastal wetland biodiversity” (2023) and “water excess or scarcity in connection with climate change” (2024)
- **ONGOING ACTIONS RELATED TO SUSTAINABILITY WITH OUR VALUE CHAIN** – service providers, partners, engineering in general and clients (2023–2024)

Some key figures on “societal” issues


A societal impact of subsidiaries in favour of actions carried out by setec Foundation	Key figure (at 31/12 of the year concerned)	2024	Variation	2023	2022
	Total financial volume accumulated since 2020, donated by the setec Foundation to the projects and structures supported	1 087 693€ donated to the cumulative total	↑	741 650€ donated to the cumulative total	467 970€ donated to the cumulative total
	Distribution of the total financial volume accumulated since 2020, donated by the setec Foundation	544 965€ for annual campaigns 216.555€ for renewals 201.473€ for the transition Fund 125.700€ for the Emergency Fund	↑	415.200€ for annual campaigns 127.480€ for renewals 93.270€ for the transition Fund 105.700€ for the Emergency Fund	308.000€ for annual campaigns 52.000€ for renewals 42.270€ for the transition Fund 65.700€ for the Emergency Fund (of which 62.145€ from employees)
	Distribution of the total financial volume accumulated since 2020, donated by the setec Foundation	90% of participation	↑	85% of participants	90% of participants
	Total number of structures, accumulated since 2020 Accompanied by the setec Foundation	42 structures (+12)	↑	30 structures (+9)	21 structures
	Total number of countries where the setec Foundation is or has already been active	15 countries (+2)	↑	13 countries(+4)	9 countries

Opportunities for societal engagement through the setec Foundation	Key figure (at 31/12 of the year concerned)	2024	Variation	2023	2022
	Number of collaborators, sponsors and sponsors of projects supported by the setec Foundation	22 employees, sponsors and mentors	↑	6 employees, sponsors and mentors	12 employees, sponsors and mentors
	Number of collaborators engaged annually and volunteering with the winning associations of the setec Foundation	37 employees	↑	35 employees	15 employees
	Number of companies in the setec group represented by engaged employees The setec Foundation	19 subsidiaries	↑	16 subsidiaries	8 subsidiaries

A GO / NO-GO ENGINEERS & CITIZENS PROCESS TO GUIDE THE COMMITMENT DECISIONS OF OUR PROJECTS




Pillar of the CSR Roadmap:
Ensure that our values are respected in our actions



E&C commitment:
Integrating social and environmental impacts into our project commitment decisions

Engineers & Citizens means performing our profession conscientiously and responsibly. This involves making informed choices about the projects we undertake, taking into account their social and environmental impact and the fundamental values that guide **setec**: what is the link between engineering ethics and professional ethics in general, what impact do the technical choices made by engineers have on the organisation of society and lifestyles, what consequences do our choices have on living organisms.



DENIS SEIMBILLE
Project manager and referent Engineers & Citizens, **setec its**

» The technique is not neutral, and engineering ethics can provide guidance for working through our individual dilemmas and a framework for the choices we make. »



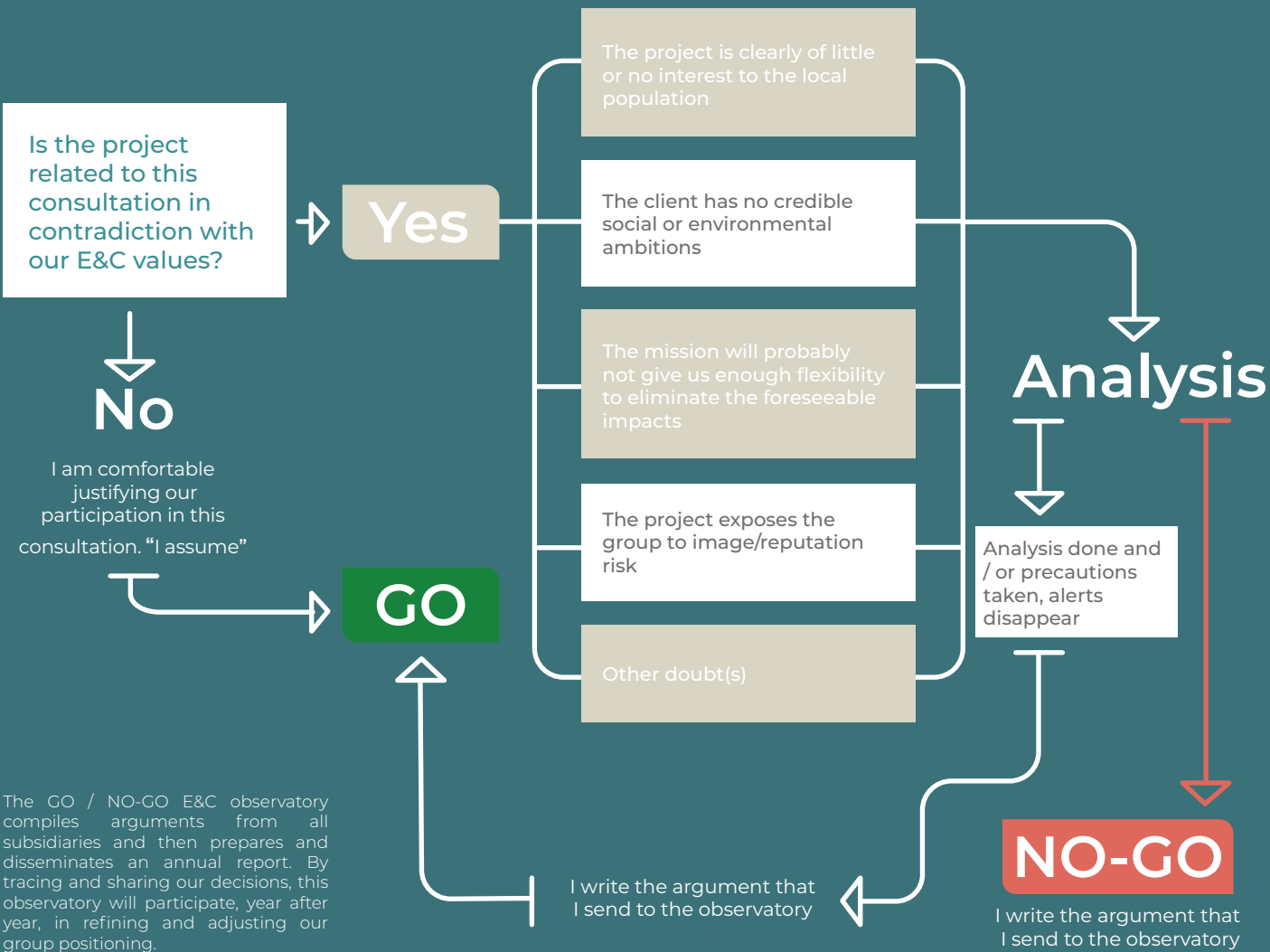
JEROME PALAYER
Deputy General Director and member of the GO / NO-GO
E&C Observatory, **setec hydratec**

« The truth is rarely simple and obvious, but we must continue to improve, starting with our tender processes. »

These reflections led us to establish a questioning process to evaluate each project before committing to it. This methodological framework allows subsidiaries to analyse situations that raise ethical or environmental issues. Decisions taken collectively to proceed ('GO') or abandon ('NO-GO') a project are justified, documented and forwarded to a dedicated observatory.



GO / NO-GO Process Engineers & Citizens



The engagement process is based on setec Group values and is defined by the following criteria:

- The project is part of a policy at the service of local populations with a credible environmental approach.
- The client is open to taking environmental and social considerations into account.
- We will be able to effectively apply our environmental expertise and/or make the project more sustainable.
- The project and our intervention are consistent with our Engineers & Citizens approach and therefore do not generate any image risk for the group, both toward our teams and our clients and partners.



Each decision is made on a case-by-case basis, depending on the specific context of the country of intervention, the characteristics of the project and the socio-economic needs it aims to meet.

Once the decision has been made, the arguments justifying the commitment to the project are sent to the E&C GO/NO-GO Observatory for the purpose of compiling feedback. The observatory centralises the decisions reported by the companies, compiles the feedback and produces an annual report. The role of the observatory is to gather these arguments and then review them periodically to help advance the process. This essential tool promotes a gradual convergence of practices, helping **setec** to develop a coherent and substantiated posture. This approach, which aims to be part of a process of continuous improvement, invites us to examine each situation with ambition but also with great humility.

In 2024, 91 reports on the use of the decision-making process were submitted to the observatory, of which 30% resulted in a NO-GO

ENVIRONMENTAL, SOCIAL AND SOCIETAL IMPACTS THROUGH THE WORK OF THE SETEC FOUNDATION



Pillar of the CSR Roadmap:

Ensure that our values are respected in our actions



E&C commitment:

Offering employees the opportunity to be involved in new ways through skills-based sponsorship and the setec Foundation

Integrating social and environmental impacts into our project commitment decisions

Hosted by the Foundation de France, the **setec Foundation** is among the first initiative of our Engineers & Citizens approach. Founded on the desire of **setec** teams to be involved beyond the group's projects, the foundation is dedicated to supporting projects that address key environmental transition issues: fighting climate change, preserving biodiversity and protecting aquatic environments, sustainable construction, and conserving water resources. Aware of the significant societal challenges associated with environmental transition, it also makes the fight against poverty an essential part of its work. The **setec Foundation** thus provides financial support to non-profit general interest structures preferentially close to **setec's** locations around the world to encourage the involvement of our teams.

The human and social dimensions are at the heart of the values of the **setec Foundation**. It promotes fair and inclusive approaches to improving people's lifestyles while respecting the integrity of the environment. Education, integration and awareness-raising are therefore subjects to which it is particularly attached. The commitment to the ecological transition is transversal to all projects supported by the **setec Foundation**. It places a high priority on the need to support stakeholders in environmentally friendly projects that are conscious of the global challenges associated with ecological disasters caused by human activities.



LEA SCHMITT
Engineer of sustainable development studies, co-pilote of the **setec Foundation**

« The **setec Foundation** offers the group's employees a unique opportunity to get involved in a different way, by supporting those working towards ecological and societal transition. Their active involvement is essential to the success of the actions taken. The rapidly expanding **setec Foundation** demonstrates the growing commitment of both **setec** teams and companies over the years, strengthening and recognising its position within the group. With local and international projects driven by the people who identify them, sponsor and take action in the field, the Foundation generates tangible environmental and societal impacts. Based on voluntary participation, this commitment allows each and every individual to contribute in their own way, giving even greater meaning to the initiatives undertaken. »

From 2020 to December 2024, **17 PROJECTS WERE SUPPORTED BY THE SETEC FOUNDATION** as part of its annual thematic campaigns. The **Setec Foundation** has successively chosen the following annual themes:

- The fight against climate change;
- Sustainable construction;
- Development and sharing of knowledge on biodiversity in coastal wetlands;
- Water excess or scarcity linked to climate change.

In addition, a Transition Fund allows **setec** employees to propose projects. 18 projects have been carried out by structures co-opted by employees of the group since 2020. Eleven organisations benefited from the renewal lever, giving them access to additional funding for one or more years.

Since its creation, the Setec Foundation has donated a total of €1,088,693 in 15 countries, spread over 4 continents (Europe, Africa, South America and Asia). The projects supported were carefully selected according to their relevance, their positive impacts and, above all, their consistency with the values of the Foundation and the setec group. The Foundation has also participated in a number of fundraising appeals organised by the Fondation de France, in Ukraine (supporting three associations), Turkey and Syria following the earthquake (donation to the Fondation de France's dedicated funds), and following the earthquakes in Morocco.

Here are a few examples of the projects supported and completed in 2024.

SEED ASSOCIATION

Renewal 2023, construction project of two classrooms made with bio-based materials

"At least 100 school children from a disadvantaged neighbourhood in the city of Saint-Louis now have access to a better learning environment, thanks to the renovation and reconstruction of two 63m² classrooms at the Goxu Mbacc I school and high-quality outdoor spaces offering two examples of low-cost school renovation that promote alternative construction techniques adapted to the context of the Langue de Barbarie region, and mobilising 13 local builders, 15 students from ENSAPL and a local economic interest group specialising in the use of local materials."

ACTION FOR THE ECONOMY OF COMMUNION IN CENTRAL AFRICA

Transition Fund 2024, project for the social and professional integration of displaced women in Cameroon

"50 internally displaced women in precarious situations benefited from training and support in soap making, pearl shoes, sewing and traditional clothing production. They participated in training workshops on financial education and small business management, in addition to being made aware of issues related to gender-based violence. Thanks to the project, the 50 women present received production equipment and economic kits, acquired a workspace, and are now completely financially independent thanks to the proceeds from their production."

ARBORETUM MARCEL KROENLEIN

renewal 2024, edition of a multisensory book

"2,000 copies of the multisensory book "the Venerable Larch" have been published."

The **setec Foundation** has developed several methods for directly involving the group's employees in its activities, in volunteering or sponsoring skills, and **setec** encourages and facilitates these approaches among its teams in order to enable them to get involved, particularly on projects funded by the **setec Foundation**. Consisting of providing employees with the opportunity to carry out activities of general interest by using their skills during working hours, skills-based sponsorship is a program that all **setec** employees can take advantage of by contacting their company's HR department.



FABIENNE BARDIN

Project Director and Senior Mobility Consultant, **setec its**

« I became a sponsor with the **setec Foundation** because I wanted to support two associations that were close to my heart: one that helps people reintegrate into society through cycling, and the other that supports young women from working-class neighbourhoods in their professional careers. I now have a monitoring role to ensure that we have made the right choice and that the funds are being used effectively. »



ADRAME N'DIYAE

Head of establishment, **setec IA**

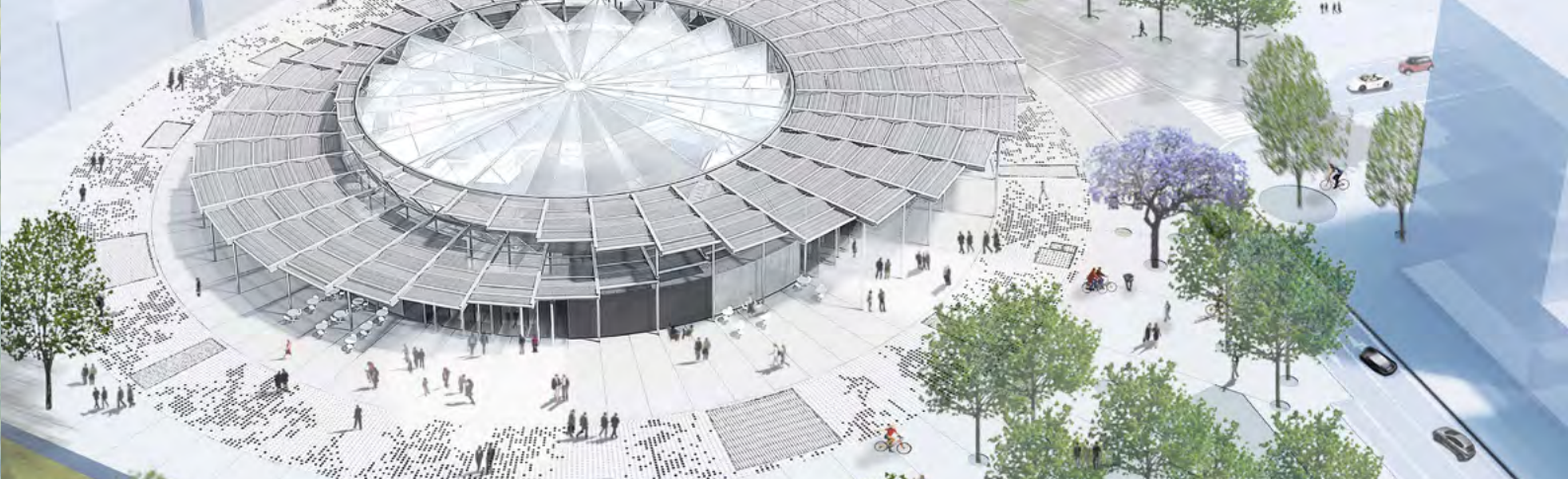
« Sponsoring two projects in Senegal allowed me to work with local stakeholders, which was an honour for me, and I fulfilled my role as representative of the **setec Foundation** with great pleasure and pride. »



YVAN ROUARD

Deputy General Director, **setec opency**

« I believe that the role of the company is not limited to that of an economic operator. Through its structure, a community of women and men, it also has a duty to fulfil social and societal functions. The **setec Foundation** is one of the most effective ways for the group's companies to contribute to this. I therefore wanted to get involved, bringing my experience in setting up a CRM (customer relationship management) system, which is used as a tool for managing contacts and requests for project proposals. »



INTEGRATING IMPACT INTO OUR VALUE CHAIN



Pillar of the CSR Roadmap:

Connecting our ecosystem



E&C commitment:

Choose eco-responsible partners

In order to be part of a virtuous cycle, we have chosen to prioritise partners who are responsible and committed to sustainable development and ecological and social transition. Our objective is therefore to propose improvements and further details to the CSR clauses included in the consultation documents. This translates into two major actions:

- The integration of CSR model clauses in service contracts or subcontracting, based on **setec's** sustainable purchasing policy;
- The development of **setec** companies' expertise in integrating people into the workforce within the framework of public procurement. Standard clauses are currently being discussed, with the assistance of Vinci Insertion France.



GUILLAUME PINCEMY

Deputy QSE manager, CSR mission manager and Engineers & Citizens referent, **setec tpi**

« At **setec tpi**, we began addressing this issue by analysing our purchases (amounts, purchasing departments, number of suppliers, types of suppliers, etc.). In 2024, we began raising awareness among purchasers about sustainable procurement and developed a strategy to engage our suppliers in the issue of CSR. This will take form in 2025 with a trial launch of our *CSR mutual commitment charter for setec tpi* suppliers and service providers. The first draft, written in mid-2024, was collectively improved upon by thematic and inter-company working groups as part of the Engineers & Citizens initiative. It aims to assess our suppliers on their CSR policies, present our own commitments and expectations and provide support in projects where necessary. This approach will lead us to strengthen the choice of our purchases, to ensure CSR consistency throughout our value chain. »



Governance information

An independent multidisciplinary engineering group, **setec** is 100% owned by its employees, guaranteeing autonomy in decision-making and agility in relation to market needs. All **setec** companies are fully aware of the transitions and challenges of today's world and collectively share the Engineers & Citizens approach.

setec has approximately 4,000 employees in more than 50 companies worldwide. The choice of a human-scale corporate structure allows us to promote responsibility and motivation among our teams, as well as maintaining direct relationships with our clients.

OUR ACTIONS AND KEY FIGURES

Our main actions on “governance” issues

- **APPROPRIATION OF THE EUROPEAN CSRD DIRECTIVE** and the European regulation on green taxonomy (2023-2024)
- **STRUCTURING A CSR SUPPORT** group to **setec** subsidiaries wishing to be evaluated by external evaluation bodies – EcoVadis and CDP, mainly (2023-2024)
- Revision and update of the training course content on **‘FIGHTING CORRUPTION AND INFLUENCE PEDDLING’**, a mandatory training course for all **setec** group employees – Sapin II law (2023-2024)
- Translations, **ADAPTATIONS AND DEPLOYMENT** in all countries outside France of the training course “Fighting corruption and influence peddling” (2024)
- Launch of a **SURVEY ON THE LEVEL OF AWARENESS OF THE SETEC GROUP’S ANTI-CORRUPTION ETHICS POLICY** (2023) among all employees and analysis of responses.
- Continuation of the deployment of mandatory **ACCOUNTING AND FINANCIAL CONTROL POINTS** Sapin II Act (2023–2024)

Some key figures on the issues of “governance”

	Key figure (at 31/12 of the year concerned)	2024	Variation	2023	2022
A strong understanding of the issues surrounding corruption and influence peddling	Percentage of employees who have completed Level 1 ethics training	71% of the workforce	↗	The module in its current form was redesigned in early 2024.	The module in its current form was redesigned in early 2024.



ANTI-CORRUPTION ETHICAL COMPLIANCE

Pillar of the CSR Roadmap:
Ensure that our values are respected in our actions

E&C commitment:
Preventing the risks of corruption and human rights violations.

Since 2018, the **setec** group has had a system in place to prevent the risks of corruption and influence peddling. This system is coordinated and managed by the **setec** Group Ethics Committee, which consists of seven members from within the **setec** Group and one external member.



The ethical framework consists of the following elements:

Anti-corruption code of conduct to all **setec** teams in France and outside France, which describes the compliance system with the Sapin II law, obliges to declare gifts/invitations over €50 and personal conflicts of interest

Bribery risk and conflict of interest training, including level 1 training that must be completed every 2 years for each member of our teams, as well as level 2 training for those most at risk

A professional whistleblowing mechanism, notably via a generic email address, as well as the anonymous treatment of reports by the Ethics Committee (preparation of an annual activity report sent to all employees, disciplinary measures taken in the event of misconduct, and monthly requests for advice from Ethics Committee members on the management of conflicts of interest or corruption risks)

A third-party evaluation system (business partners), with the deployment of the “due diligence” process

Formalised accounting and financial controls

Regular bribery risk assessments, including audits of procedures control to prevent corruption

Handling of corporate conflicts of interest: of corporate interest



ANNE-MARIE CHOHO
General Director of **setec** group and President of the Ethics Committee

« At **setec**, we believe that compliance must protect both individual employees and the **setec** group as a whole. To do this, we rely on internal and external transparency, informing, training and empowering our employees to prevent and detect risks. Our methodology is also based on targeting main risks and the proportionality of the measures according to the risks. Finally, we regularly measure the effectiveness of our preventive and detection measures in order to constantly improve our approach. »



With regard to the deployment of training courses on corruption risks and conflict of interest management, there was significant progress between September 2022 and March 2024 in the percentage of employees trained at level 1, which reached 71%. 70% of employees trained is an acceptable rate, considering the steady flow of new arrivals and departures. A new level 1 e-learning training module was created and deployed in France in the summer of 2023; it reflects the new measures introduced in the previous years and offers different test questions for different participants. Deployment outside France started in autumn, as translations were made available. An update to the Level 2 training has also been completed. It takes into account the new measures, feedback from training participants and our in-depth analysis of the issue of corporate conflicts of interest. In addition, an English version of the level 2 training is in preparation for companies outside France.

A comparative analysis of the accounting and financial controls in place in **setec** was presented to the Ethics Committee in 2023, with recommendations. In France, 80 of the 97 relevant checkpoints recommended were in place by the end of 2023, with the goal of completing the remaining 17 checkpoints by 2027. These are either written formalisations of processes already in place, or more complex actions involving intrusive measures in the operations of each subsidiary, or data feedback. For companies outside France, who are less mature but smaller and represent less than 20% of the Group's projects, 28 priority points have been selected and an assessment has been launched with a presentation of the results to the Ethics Committee scheduled for January 2024. An action plan will be drawn up for each company, in line with the level of risk associated with its activities and the countries in which it operates.

The results of the survey undertaken among all Group employees at the beginning of 2023 were presented to the Ethics Committee. 1,010 answers were received to the questionnaire, representing more than a quarter of the Group's workforce. While employee awareness of the Group's ethics and anti-corruption system is satisfactory, the alert procedure and where to find documentation are relatively unknown. The launch of the updated level 1 e-learning course was an opportunity to improve this information, by directing employees to the relevant location on the intranet. Globally, the level of awareness and knowledge among teams has increased significantly since 2022.

Prevention of anti-competitive practices

setec requires each of its subcontractors, suppliers and service providers to comply optimally with responsible trade and to exercise ethical practices. In particular, sub-contractors, suppliers and service providers to respect and implement principles relating to business ethics, such as:

BEHAVE ETHICALLY:
Fight corruption, anti-competitive practices, do not extend on pricing policies with companies participating in a consortium or competing company, avoid conflicts of interests, fight against money laundering and respect all rights of Intellectual property

PROMOTE ETHICAL BEHAVIOUR
throughout all supply chains and in all forms.

AN INFORMATION SECURITY DEVICE

setec decided to follow a global approach based on the implementation of an organisation and processes dedicated to information security management, as described by ISO 27001.

This approach consists of:

- **REGULARLY ASSESS** the risks related to **setec** information systems (EBIOS-RM risk analysis and gap analysis with the target framework of the NIS directive - NIS2 which will soon be deployed)
- **IDENTIFY, PRIORITISE AND CONDUCT SAFETY PROJECTS**, apply technical or organisational safety measures to address identified risks
- **IMPLEMENT A COMMON SECURITY FOUNDATION** for all **setec** companies (security policies and requirements), regularly reinforce requirements to monitor the evolution of threats and verify that they are correctly applied (security indicators)
- **REALISE SECURITY AUDITS** via an external security provider qualified PASSI by ANSSI, with an annual average rate





In order to ensure the protection of personal data, **setec** adheres to the six key principles set out in Article 5 of the General Data Protection Regulation (GDPR) and promoted by the French Data Protection Authority (CNIL), namely:

THE PRINCIPLE OF LEGITIMATE, LOYAL AND TRANSPARENT PROCESSING (5.A) :

setec ensures that each collection and/or processing operation is carried out in accordance with one of the principles set out in Article 6 of the GDPR, in a manner that is transparent and fair to the data subject.

LE RESPECT DE LA FINALITÉ DU TRAITEMENT (5.B) :

All personal data collected must be used for an explicit and legitimate purpose, determined either by **setec** or one of its subsidiaries, or by the data controller for whom **setec** processes the said personal data as a sub-contractor.

THE PRINCIPLE OF MINIMISATION AND RELEVANCE OF PERSONAL DATA (5.C) :

setec ensures that for each collection and/or processing operation, only personal data that is necessary and relevant is processed.

THE PRINCIPLE OF ACCURACY OF PERSONAL DATA (5.D) :

setec takes all reasonable measures to ensure that all data collected and processed is accurate and kept up to date.

DEFINING AND COMPLYING WITH A STORAGE PERIOD THAT IS APPROPRIATE FOR THE PURPOSE (5.E) :

setec has a strict data retention policy to ensure that all personal data is stored in accordance with its purpose and then archived or deleted as appropriate according to the projects.

THE PRINCIPLE OF SECURITY AND CONFIDENTIALITY (5.F):

setec has established high security standards and strict organisational measures must be observed in order to guarantee the security and confidentiality of the personal data in its possession.

Furthermore, **setec** pays particular attention to respecting the rights of data subjects in the context of any collection and/or processing of personal data.

Our values



setec figures

Created in

1957

by Henri Grimond and Guy Saias

4 000

employees worldwide in 2024

547 M€

turnover in 2024

of which
31 %

outside France

50

companies

Locations in more than

20

countries

70

nationalities represented

A final word



MICHEL KAHAN
President of the **setec** group

« Engineering has an important role to play in bringing about the major social, environmental and technological transitions needed to meet the challenges of tomorrow. The values upheld by **setec**, which resonate in our *raison d'être*, are reflected in our CSR approach.

It is our passion and audacity, our sense of humanity and the common good, and our technical excellence that inspire us on a daily basis to help create a better society.

The report on the implementation of our four axes set out in our “Transitions 2025” strategic plan summarises the actions taken by **setec** employees.

It is founded on the progress made by our subsidiaries, by a shared vision of the issues affecting our society and by the role of engineering, as we see it.

Our goal now is to work on our first sustainability reporting, based on the Corporate Sustainability Reporting Directive, an ambitious EU directive on corporate transparency.

I invite each and every **setec** employee to seize with determination and enthusiasm these opportunities offered by the considerable challenges we face today. I invite our clients as well as our partners to assist us, to encourage us in this direction and to share in this adventure.



ENGINEERS & CITIZENS



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