



2024 Environmental, Social and Governance Report

Antea Group

Understanding today.
Improving tomorrow.

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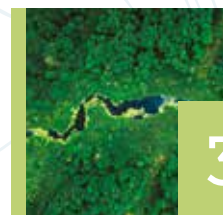
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Environmental, Social and Governance Report
Antea Group France - June 2025
Thank you to the many employees who participated
in the drafting of this Antea Group France ESG report.
Comments and suggestions are welcome and can be sent to
RSE@anteagroup.fr



Pascal VOYEAU
*Managing Director
Antea Group France*

In recent years we have made a point of highlighting how much our ESG commitment is reflected in our everyday actions. In 2024 we are sticking with this principle, and this ESG report is first and foremost an opportunity to present the great diversity of our teams' work.

By publishing its new National Climate Change Adaptation Plan, the French government is giving us a clear indication of what citizens and companies must prepare themselves for with an expected 4°C rise in temperatures by the end of the century. This plan recommends 5 priorities: protecting the population, ensuring the resilience of our regions, adapting our economy, preserving our heritage, and mobilizing society.

Antea Group's engineers and technicians have been working for more than 30 years in these areas, now considered to be among our society's greatest challenges.

With regard to diagnosis assignments, it is worth mentioning the development of our CLIMATEA tool which is used to identify the risks related to the future climate at a local level and encourages stakeholders to implement the most appropriate adaptation measures.

The 'EAU-SPRA' R&D project, in partnership with the Geosciences Center of the École des Mines de Paris and the Institut Terre et Environnement de Strasbourg (ITES), also illustrates Antea Group's strong commitment to meeting the adaptation challenge. It aims to develop a digital platform to accurately predict the availability of water resources based on climate and uses.

Next come the stages of implementing adaptation solutions for regions or infrastructure. Whether assisting manufacturers to save water, upgrading existing infrastructure, protecting maritime or river areas against flooding, or integrating biodiversity protection into these essential projects, our teams are intensely mobilized everywhere.

Beyond our engineering skills used to increase the resilience of projects and regions, our ESG report also presents our own efforts to reduce impacts in our day to day functioning.

The publication of this report is finally an opportunity to renew our commitment to the United Nations Global Compact, its 10 principles and 5 Sustainable Development Goals for which we specifically mobilize our efforts



Pascal VOYEAU
*Managing Director
Antea Group France*



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

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

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

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

2024 marks the sustainability of many WeAct actions, which are recounted throughout this report.

Focus 1 WE ARE OPEN AND COMMITTED

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

We act towards...

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



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

Focus 2 WE ARE THE PARTNER OF CHOICE

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

We act towards...

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



97% of our clients believe that we are a company that can be trusted (96% in 2022).



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

Focus 3 WE ARE STAKEHOLDERS OF A SUSTAINABLE AND VIRTUOUS FUTURE

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

We act towards...

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

*According to a survey carried out in April 2024 based on telephone interviews with 270 clients

Antea Group's double materiality assessment

What is double materiality?

- The main aim of the European Directive “Corporate Sustainability Reporting Directive” (CSRD) is to contribute to the transition towards a sustainable economy, by reinforcing the obligations of companies in terms of the publication of information on environmental, social, and governance (ESG) matters. It aims to harmonize the sustainability reporting of companies, improve the availability and quality of ESG data, and thus meet the information needs of financial stakeholders who are themselves also subject to ESG reporting obligations. In the coming years the CSRD will oblige a large number of companies in Europe to combine a sustainability report with their historical financial reporting.

The double materiality, which is the starting point for this process, examines two dimensions:

- the “financial materiality”, which assesses the impact of sustainability issues on the financial performance of the company,
- the “impact materiality” (i.e. environmental or social), which assesses **the impact of the company's activities on the environment, natural resources, the climate and society.**

On the way to the CSRD

Although the French law of April 30, 2025, postpones the application of the CSRD by 2 years for large companies and SMEs that are listed on the stock exchange, it is important for us at Antea Group to continually progress with regard to sustainability issues. Thus in 2024 we run together our first double materiality assessment, an essential step in honing our ESG strategy.

This analysis was carried out in line with European Sustainability Reporting Standards (ESRS) that were established within the framework of the CSRD.

This analysis enabled us to assess our sustainability challenges and obtain a first **double materiality matrix** (see opposite).

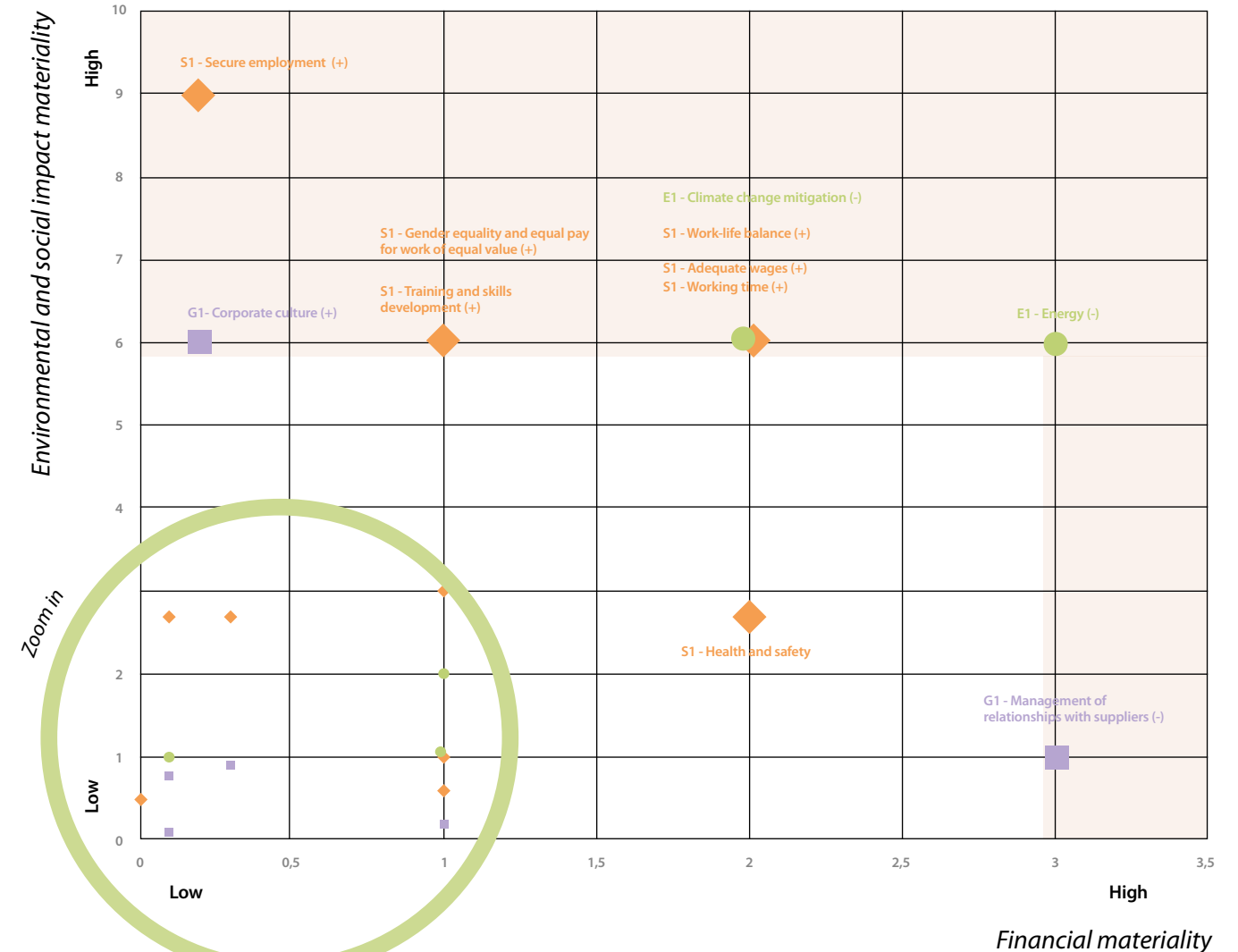
The material issues (i.e. likely to have a major impact) are now identified. The next step will consist of defining the indicators that are appropriate to our activity and our materiality, as well as our objectives for progress.

ESRS* standard	Theme
1	General requirements
2	General disclosures
E1	Climate change
E2	Pollution
E3	Water and marine resources
E4	Biodiversity and ecosystems
E5	Resource use and circular economy
G1	Business conduct
S1	Own workforce
S2	Workers in the value chain
S3	Affected communities
S4	Consumers and end-users

**The nomenclature used in the matrix is based on the 12 cross-cutting standards of the European Sustainability Reporting Standards (ESRS), set out in the delegated regulation (EU) 2023/2772 of July 31, 2023.*

- Environmental (E)
- Governance (G)
- Social (S)
- High materiality

Antea Group France's double materiality matrix





Find the description of
the SDGs on pages 58/59



Principle 1

Promote and comply with the protection of
International Human Rights Law

Principle 2

Ensure we are not complicit in Human Rights
violations

Principle 10

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

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

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for ethics and professional conduct 12

Human Rights and Ethics

We support the mission of the United Nations Global Compact to
MOBILIZE RESPONSIBLE COMPANIES AND
ECONOMIC STAKEHOLDERS TO BUILD
TOGETHER THE WORLD WE WANT

WE SUPPORT



1.1

Our Human Rights commitments

As the official local contact of the United Nations Global Compact, the UN Global Compact Network France brings together more than 2,000 companies and 100 organizations around issues related to ESG and sustainable development. Global Compact offers its participants a voluntary commitment framework built on ten principles to be complied with in terms of human rights, labor law, the environment, and the fight against corruption. It is also mandated by the UN to support the implementation of Agenda 2030 and adoption of the Sustainable Development Goals by the French business community.

Antea Group France has participated in the Global Compact since June 18, 2003 and adheres to its approach based on responsible company principles.

The first 2 principles of the Global Compact concern Human Rights.

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

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

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

1.2

Our commitments in terms of respect for ethics and professional conduct

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

In 2020, Antea Group actively deployed its ethical risk prevention system to all employees and stakeholders. It was set up in accordance with the requirements of the Sapin 2 law of December 9, 2016. It covers topics relating to professional conduct and the fight against corruption, influence peddling, favoritism, illicit agreements and conflicts of interest. The 1st part concerns the code of ethics. It is available to everyone on our website: <https://www.anteagroup.fr/charte-ethique>.

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

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

In order to ensure perfect knowledge of these rules and their application by all of our employees, we prepared an e-learning training and evaluation course dedicated to our ethics system. All new employees are systematically enrolled on this course, and this also concerns work-study students and interns. This course brought together 182 new recruits in 2024, and raised the awareness of 55 other employees who had until then been unable to take the training. We have also increased the visibility of our procedures, in particular our whistle-blowing system. It incorporates the whistle-blower protection requirements.

In conjunction with our analysis of risks, in 2024 we continued to deploy our **procedure for evaluating third parties**. We have thus identified potential high-risk third parties who will be subject to appropriate investigations in 2025.

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

Finally, **the review of our ethics system** led us to identify areas for improvement to be implemented in 2025.

Our Ethics Officer (ethique@anteagroup.fr) is available to everyone to answer all questions relating to our prevention system: code of ethics, analysis of ethical risks, etc.



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

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



Principle 3

Respect freedom of association and recognize the right to collective bargaining

Principle 4

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

Principle 5

Contribute to the effective abolition of child labor

Principle 6

Contribute to the elimination of all discrimination in employment and professions

Working conditions: diversity, health, safety



Find the description of the SDGs on pages 58/59

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

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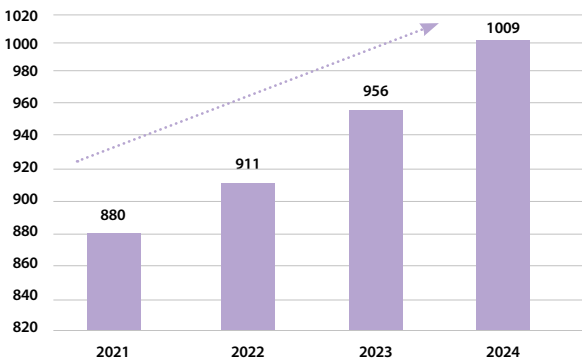
2.1

Diversity and non-discrimination

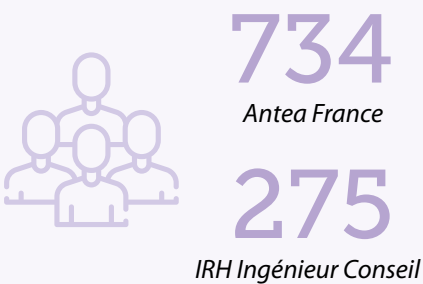
In France, Antea Group has a rich history, with roots dating back to the 1950s. Today, Antea Group is an international environmental engineering and consulting firm, with almost 3,500 employees worldwide, and a parent company in the Netherlands.

In France, Antea Group is made up of three legal entities: Antea France and its subsidiaries IRH Ingénieur Conseil and TLG Pro. Antea Group brings together multidisciplinary experts and consultants working in an industrial environment and in the fields of water, infrastructure, and environmental data management. Our French teams, made up of 1,100 employees and spread over 25 offices in metropolitan France and 5 offices in French overseas departments, work in the heart of territories alongside local stakeholders in France and internationally. Our workforce has been steadily growing for the past years, as shown in the graph below.

Change in workforce since 2021



Workforce at the end of 2024*

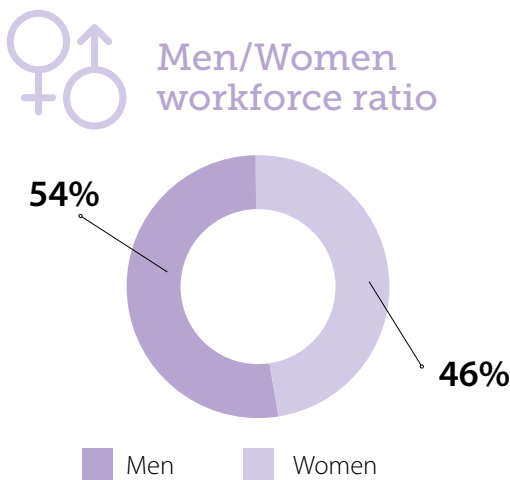


* excluding employment contracts suspended for a long time, work-study contracts, and internships

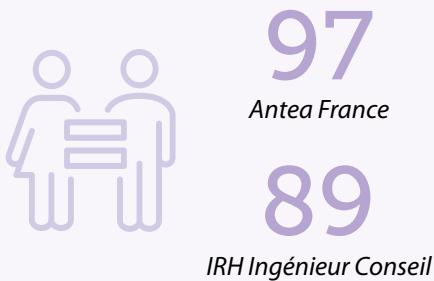
At Antea Group, diversity is a reality resulting from actions implemented day to day to promote women, young people, and seniors in the company.

Gender equality

Our Gender Equality indexes reflect our daily actions to improve our overall scores. In 2024, they are **close to or above 90/100** (with the objective set by the French Law No. 2018-771 of September 5, 2018, to combat gender inequality being 75).



Gender Equality Index



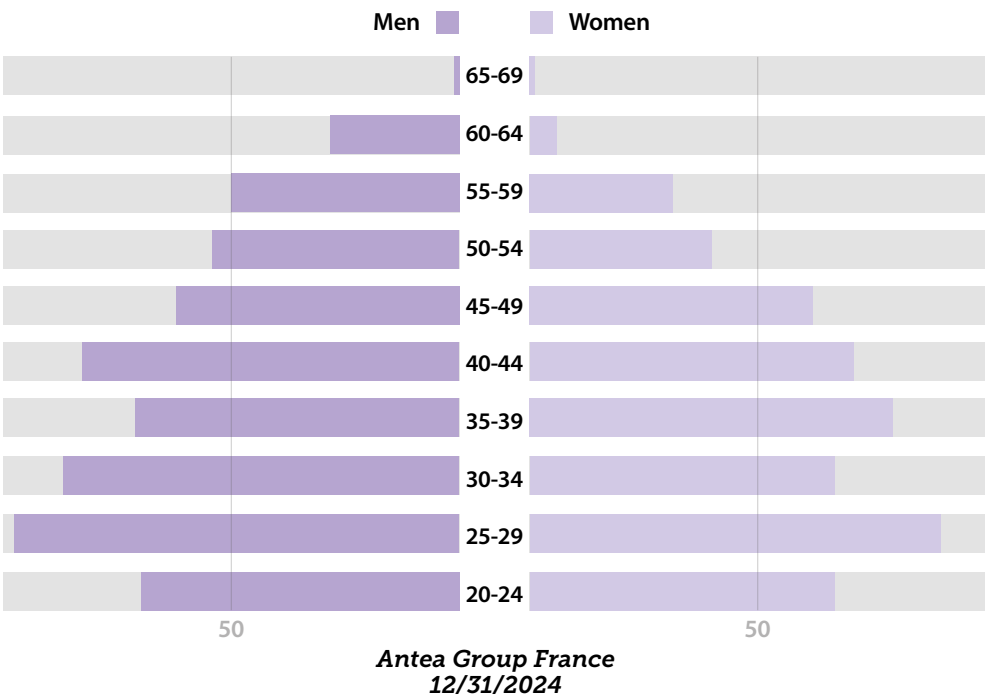
Actions towards seniors

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

To assist with end-of-career preparation, we introduced progressive retirement schemes enabling future retirees to reduce working time by one to two days per week. In 2024, 20% of eligible employees benefited from this scheme. Moreover, training on this turning point in our lives helps to better understand the administrative steps and life questions which may arise (3 people took the training in 2024).

To reward the loyalty of seniors, we promote work medals by awarding a specific bonus. In 2024, 13 employees received a work medal (9 received the silver medal after 20 years of service, 3 the silver-gilt medal after 30 years of service, 1 the gold medal with 35 years of service, and 1 the large gold medal after 40 years of service).

Age structure



Our recruitment practices reflect our commitment to gender parity:

	2023	2024
New recruits	154	155
Young recruits* among the new recruits	60 of which 45% are women	62 of which 50% are women
Work-study contracts	54 of which 30% are women	59 of which 45% are women
Interns	102 of which 43% are women	95 of which 48% are women

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



Support for young people

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

In 2024, we hired on permanent contracts 32 interns and work-study students at the end of their contracts, i.e., 21% of our recruits (see indicators on the previous page).

In order to anticipate our future recruiting, we welcomed 95 interns and 59 work-study students in 2024.

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

This is why our integration course is constantly being improved: in addition to an e-learning course and an integration seminar, we are going to give new employees the opportunity to have better visibility of their integration process and to be able to track its various stages.

In addition, mobility gateways are set up in the company. A presentation of these gateways is now available for employees, who can thus better understand the company's mobility policy and discover career opportunities.

Antea Group also offers VIEs (International Internships in a Company). With 7 VIEs in 2024, Antea Group makes it possible for young engineers to get long-term experience abroad, often between 12 and 24 months. 5 employees of Antea France's International Department are former VIEs.

Partner of the association Our Neighborhoods Have Talent (NQT) since 2017, we communicate internally on an annual basis to promote sponsorships which put an active executive in touch with a young graduate to coach him/her while they are looking for a job and help them with their career plans. In 2024, 6 sponsors were identified, and 5 sponsorships were established.



Disability support

En 2024, 2 employees received support from our disability representative for the reorganization of their workstation. At the same time, our HSQE team produced, with the agreement of the employee in question, an awareness-raising webinar to enable the team to better understand disability and thus improve "living together".

In November 2024, Antea Group participated in the **7th edition of the DuoDay event**, a day during which company employees invited people with disabilities to show them their job. Five of our engineers in different business lines and sites offered a day of immersion in their day-to-day work. This event which promotes exchanges and inclusion was very beneficial for both those welcomed and the employees doing the welcoming.

Finally, during our integration seminars, we offer **workshops to raise awareness on disability** so that it is no longer taboo within Antea Group, and we are doing everything so that everyone can work in the best possible conditions.



Fight against sexual harassment and sexist conduct

As part of actions carried out in 2024, we finalized e-learning on Non-Violent Communication, a method which gives the keys to express oneself about uneasy situations and to avoid them reoccurring and becoming harassment situations.

2.2

Cohesion, health and well-being at work

Inclusive seminars for a strong collective

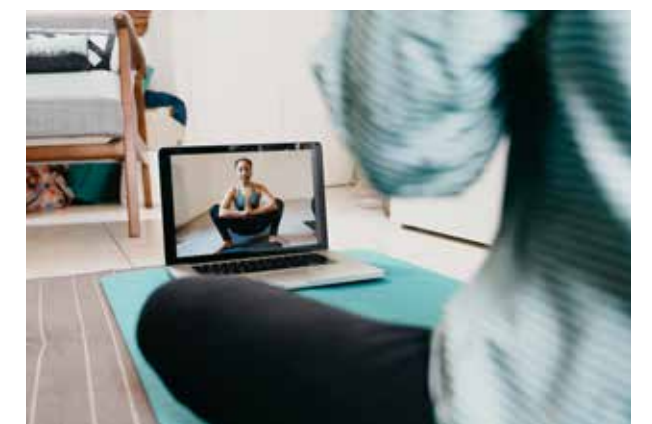
Each year new employees join Antea Group and expand the company. The milestone of 1,000 people was reached in 2024, a year marked by **Antea Group's 30th anniversary**. For this major occasion, the company brought together its teams, including work-study students and interns, for a 2-day seminar. Everyone was able to share special moments of fun and cohesion, now etched in everyone's memory.

Cohesion at Antea Group also begins as soon as new employees are integrated. In 2024, we had two **integration seminars**: they brought together just under a hundred people who were able to discuss various topics related to our activities, our projects, our organization but also themes related to diversity, communication and disability with their counterparts and the Management.



Well-being and cohesion activities

In 2024, we repeated, for the third consecutive year, our **weekly well-being workshops**. Lasting thirty minutes, by videoconference, they make it possible for everyone to find their rhythm: either dynamic with stretching exercises such as back gym, or relaxing such as meditation sessions. Offered at lunchtimes, participants enjoy them and scored them 4.7/5.



At the same time, we have continued to offer **cardiovascular assessments** to all our employees, in partnership with our health and provident insurance provider. In 2024, a little under 20% of employees had taken up this offer. The take-up rate was particularly high in comparison to other companies, enabling participants to become aware of the risks and actions to be implemented day to day to be and stay in good health!



Finally, after the success of "orthographic brain-teaser" challenges launched in 2023 in partnership with Fondation Voltaire, in 2024 we offered all our employees **two new orthographic challenges**: an "escape game" which brought together 110 employees across 22 teams and an individual challenge which brought together 328 participants.

In addition, it was important to us to offer the employees who wanted, the chance to take part in a collective run or walk in each of our offices. This 100% Antea Group event is a major sporting challenge, accessible to all with several versions: 5 km or 10 km of running or walking and a connected version to be done during a given period.

For the **first edition of the "Foulées d'Antea Group" event, we mobilized nearly 62%** of our employees in metropolitan France and French overseas departments. The 623 participants covered 4,475km in total. Thanks to this huge enthusiasm, Antea Group made a financial donation to Terre de Liens Foundation which works through its 19 local associations to preserve agricultural land, support the transfer of farms and guarantee food sovereignty (see page 39 for more information on Terre de Liens).



Soft mobility

In 2024, Antea Group France again participated for the 4th consecutive year in the "**Au boulot à vélo**" (cycling to work) challenge organized by the CADR67 in partnership with the Eurometropolis of Strasbourg.

This event aims to encourage the use of bicycles on commutes. 281 Antea Group employees took their bicycles (vs 279 in 2023 and 227 in 2022) and covered 34,009 km in June (vs 36,337 km in 2023 and 30,460 km in 2022) to get to work..



"Vis ma vie" (Live my Life) program

In 2024, 14 employees completed the "Vis ma vie" program. The experience of discovering another job and discussing the pluses and minuses of each position enables us to develop a cross-disciplinary and multi-business line approach.

For example, an employee in the Metrology Department in charge of managing measurement devices in Olivet took part for five days in the activities of the Marketing and Communication team in the city of Antony.





Remote working and part-time work: flexible organization

We analyze each mobility request to try to best support the life projects of our employees. In 2024, there were 14 geographical transfers and 8 career changes.

Whether it is working 3 days, 4 days a week or 5 hours a day or having more days of leave/compensatory time, we have multiple arrangements for the ideal work-life balance.



Number of employees benefiting from a remote working amendment at the end of 2024

446

Percentage of employees who worked remotely at least once in 2024

58%



Creation of a "Life's problems" Committee

With the aim of promoting support and mutual assistance of employees facing personal difficulties, in 2023 we created this Committee made up of one Antea France and IRH Ingénieur Conseil staff representative, the Human Resources Director, and the Managing Director.

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

In 2024, one employee thus benefited from more than 100 days of absence to be there for someone close who was having a difficult period in life.



Employee dialogue & support

In 2024, we renewed our partnership with a telephone platform which offers a sole access point making it possible to be redirected to a male or female psychologist and/or social worker. We regularly communicate so that this system is known and used by all. We can also call on psychologists or coaches who offer appointments if a need is identified.





2.3 Safety

Our Health, Safety, Quality and Environment Management System

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

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

- 04 To improve the quality of life at work for our teams**
- 05 To be a responsible and exemplary company in terms of ethics, quality, health, safety and environmental protection**

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



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



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

LNE SSP

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

COFRAC

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

- water and air emission sampling, measurement and control,
- control of occupational exposure to chemical agents in the workplace.

Cofrac Test Accreditation no. 1-7208 (list of sites and scopes available on www.cofrac.fr).



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



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



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

Dikes and Dams Accreditation

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



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



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



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

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

• **A recognized HSQE system since 2006** – formerly organized and certified at a regional level, in 2021 Antea France chose to commit to a single national MASE certificate, covering its 4 business lines. In autumn 2022, Antea France teams were subject, for a second consecutive year, to a national MASE renewal audit. At the end of this audit, the MASE Committee renewed its confidence in us by certifying Antea France for a period of 3 years (MASE certificate valid until Nov. 4, 2025). In 2023, IRH Ingénieur Conseil obtained **its first MASE certification** for Water and Measurements activities **for a period of 3 years** (MASE certificate valid until July 05, 2026). The objective aimed for was ambitious: to bring IRH Ingénieur Conseil up to the same SQE level as Antea France. The HSQE actions carried out throughout 2024 have enhanced our collective functioning and our HSQE culture.

- **A recognized commitment:** participation in the UPDS* Health & Safety Committee.
- An HSQE system based on everyone’s contributions: **751 HSQE reports in 2024**.
- An HSE network of **6 HSQE facilitators and 30 local correspondents** close to employees.
- **109 HSQE events** (discussion meetings on a given HSQE topic, Health-Safety awareness-raising communications, HSE alerts or HSQE news flashes).
- **Managed risks for our engineering activities** with an accident rate that is going down sharply and severity rates which remain below the disclosed rates for the profession (source: AMELI). The frequency rate of IRH Ingénieur Conseil (4.22) is higher than that of Antea France (3.55) due to a lower number of hours worked (ratio of 2.37), the workforce of IRH Ingénieur Conseil being lower. The teams remain mobilized to reduce the risk of accidents as far as possible.

* Union of Site Decontamination Professionals

		2023	2024	2023 profession rate
Antea France	Frequency rate	7.98	3.55	3.20
	Severity rate	0.07	0.07	0.30
IRH Ingénieur Conseil	Frequency rate	6.87	4.22	3.20
	Severity rate	0.09	0.01	0.30

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

Increased prevention:
Safety visits and evaluation of subcontractors

In 2024, our teams carried out **231 safety visits** and **55 evaluations of subcontractors** on our project sites, with the objective of preventing risks and ensuring a safe work environment for all. These actions aim to **identify risky situations, promote good practices and check compliance with regulatory requirements** vis-à-vis health and safety at work.

Safety visits make **direct dialogue in the field** possible, encouraging the involvement of employees and preventing accidents using a proactive approach. As per evaluations of subcontractors, they guarantee that our partners comply with our **health, safety and environment** standards, thus ensuring a safe work environment for all. These initiatives are part of our desire for **continuous improvement**, in line with MASE standard requirements and our HSQE policy, thus raising our risk prevention requirement levels over the long term.



Intensification of HSQE events

In 2024 we enhanced our “part.AG” e-learning platform for HSQE discussions, through **national awareness-raising actions and talks**, in particular on one Environment topic, one Health topic and three Safety topics that are relevant to the four business lines:

- a talk on **“Sorting waste on site”** bringing together 435 employees;
- raising awareness of **“Leptospirosis”** with 695 participants;
- a talk dedicated to **“Noise and hearing protectors”** bringing together 486 employees;
- a talk on **“Manual handling of loads”** with 460 participants;
- a talk on **“Work on aerial work platforms”** bringing together 257 employees;
- specific raising awareness of **“Protection of hands”** for the Geomechanics Laboratory;
- raising awareness of **“Protection of eyes”**, requested by the Measurements Department with 51 participants.



E-learning is also implemented to ensure a **good Safety welcoming for new recruits** (permanent contracts, fixed-term contracts, internships, work-study contracts) in the week following their arrival. An interactive questionnaire helps assess their HSE culture. In 2024, this e-learning format was used for enhanced training, with the creation of various “paths” related to our business lines, in particular videos devoted to the use of specific Personal Protective Equipment (PPE) (for example “How to choose your respiratory protection”, “Check and wear your harness effectively”).

HSE training on the rise



In order to better identify dangerous situations in the context of our projects in the field (or even in the office), a larger number of employees were trained as workplace first-aiders in 2024. This encourages them, on the one hand, to participate more in the implementation of prevention actions and, on the other hand, to pass on more easily the HSE information within their team. Finally, 100 volunteers underwent awareness-raising sessions on the dangers of fire and the use of safety resources (handling of a fire extinguisher, triggering the fire alarm, etc.).

	Number of learners	Hours
Initial first-aid training	50	1280
First-aid re-training	111	888
Fire training	100	192

New Health, Safety and Environment guidelines

We strengthened our HSQE management system in 2024 by updating or implementing:

- the **operating procedure for soil sampling when asbestos is present**. The update has given rise to a working group made up of Asbestos supervisors from the Industrial Environment Department, the Asbestos Prevention of the Infrastructure Department, and the France HSQE manager. This new document was approved by the Occupational Physician and Antea France and IRH Ingénieur Conseil Health, Safety and Working Conditions Committees. Two other operating procedures are being finalized;
- the **guideline on the fauna/flora risk**, with the incorporation of wild and farm animals;
- the **guideline on managing waste on site** to inform staff of the centralization of used helmets to recycle them;
- the **subcontractor supplier certificate**. Following the request from the Asbestos working group, training

- courses were added, in particular the Sub-Section 4 training (the subcontractor must provide the list of their trained staff and their generic operating procedure) and Certification of Aptitude to Work in Confined Spaces training (the subcontractor must provide the list of their trained staff) ;
- the document entitled **subcontractor evaluation and site machinery check**. A check on the knowledge of workers on client requirements was added, in particular on nuclear safety and the risk of CFS (Counterfeit, Fraudulent or Suspect) items;
- the **Subcontracting HSE procedure**. Now the stages of evaluating suppliers are explained and the new process of evaluating in SAGE SFD (replacing VDoc) has been added;
- the **form for the Safety welcoming on site of new recruits** with the modification of the QR code making it possible to access the SharePoint page for all our HSE guidelines.



Find the description of the SDGs on pages 58/59



Principle 7

Apply a precautionary approach to environmental issues

Principle 8

Take initiatives to promote greater environmental responsibility

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

Antea Group Bilan Carbone® (carbon footprint)	30
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Progress made in 2024 in our practices	37
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The company's environmental performance

3.1

Antea Group Bilan Carbone® (carbon footprint)

The business of Antea Group is resolutely focused on the respect and protection of the environment, on decontamination, and on the sustainable use of natural resources. From the outset we therefore included all the subsidiaries of the group and their emissions in order to have a comprehensive view of our emissions and not only those of subsidiaries concerned by the regulatory Greenhouse Gas Emissions Assessment (BEGES). This desire enabled us in 2019 to put together an action plan applied to the entire group.



2024 was marked by the carrying out of a Bilan Carbone® for the year 2023 (direct and induced activities of the company over a full year), in order to analyze our decarbonization actions implemented since the publication of our first Bilan Carbone® for 2019.



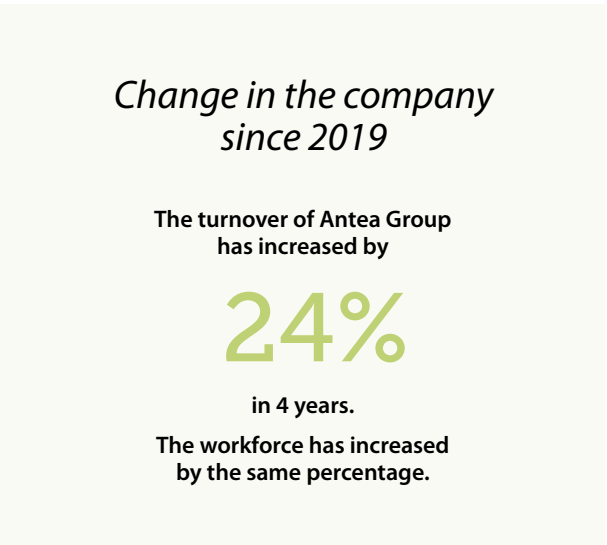
A change of scope for the new Bilan Carbone®

Before examining the main results of our actions implemented since 2020, it is important to note that this new assessment was carried out on a different scope to that used for 2019. It took into account the changes in the method for preparing a Bilan Carbone® as well as the development of Antea Group's activities during the last 4 years.

Additional items to be included in the Bilan Carbone®

A change in methodology requires that certain items not included in 2019 had to be included in the 2023 assessment. These are rentals of vehicles and equipment as well as, in the 'Fixed assets' item, rented real estate:

Items included	2019	2023
Energy	✓	✓
Purchases of services	✓	✓
Rentals	✗	✓
Fixed assets	Partially	✓
Commuting	✓	✓
Business travel	✓	✓
Freight	✓	✓
Waste	✓	✓



Results of the 2023 Bilan Carbone® : the objective to reduce our emissions was achieved

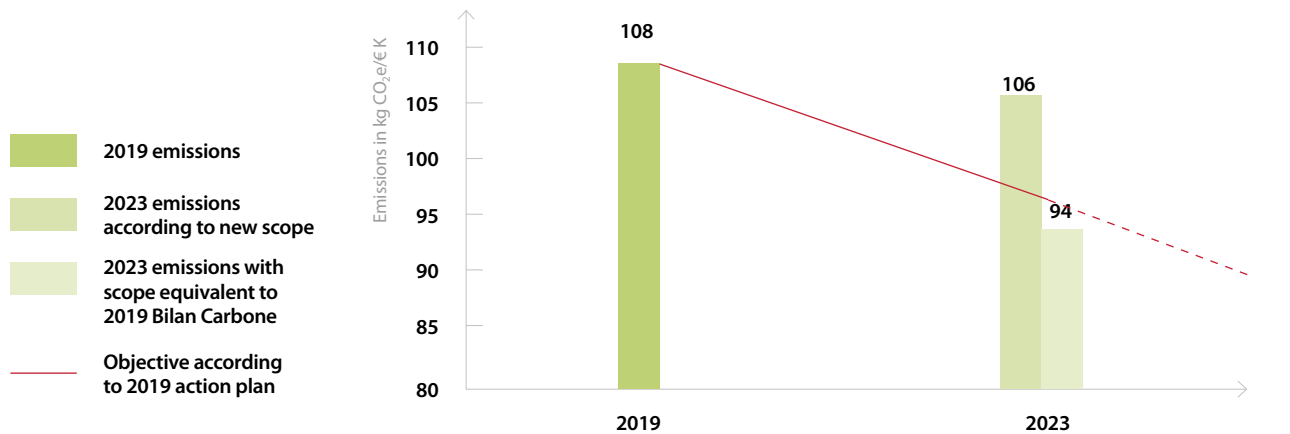
The significant growth in the company's turnover and in the number of employees has inevitably generated an increase in our emissions in absolute terms.

To ensure that the impact of the increase of our activities and that of our actions to reduce emissions are clearly dissociated in our analyses, we examined our "economic carbon intensity" (the quantity of CO₂ emitted in relation to turnover). This ratio is expressed in kg CO₂ equivalent for € 1,000 of turnover.

The objective of the 2019 Bilan Carbone® action plan was to reach a ratio of 97 kg CO₂e/€K turnover in 2023.

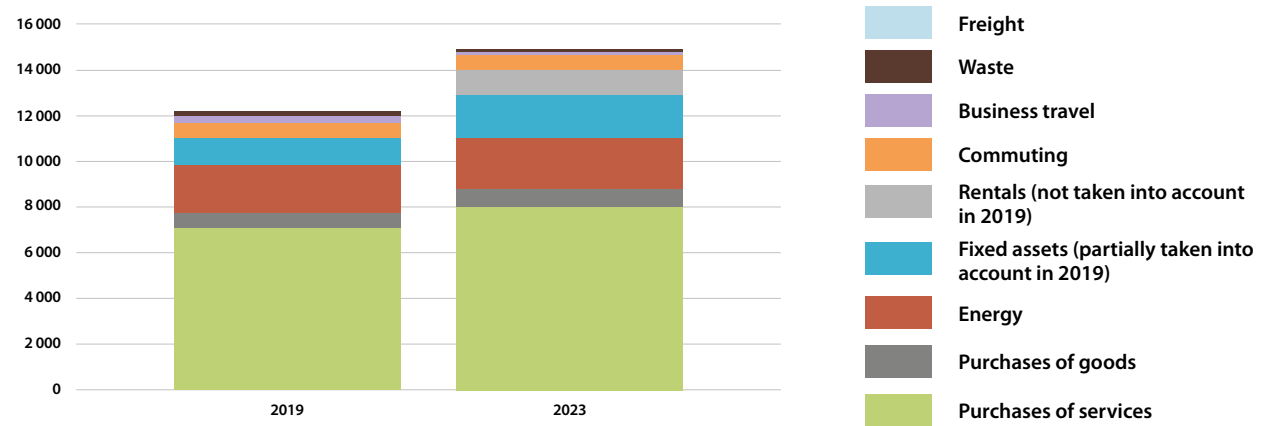
With an equivalent scope, our emissions in 2023 amounted to 94 kg CO₂e/€K turnover, i.e. **a reduction of 13% of our carbon intensity. We thus exceeded the objective.** For comparison, the ratio indicated by ADEME for the engineering services profession in France was 170 kg CO₂e/€K turnover.

Change in economic carbon intensity

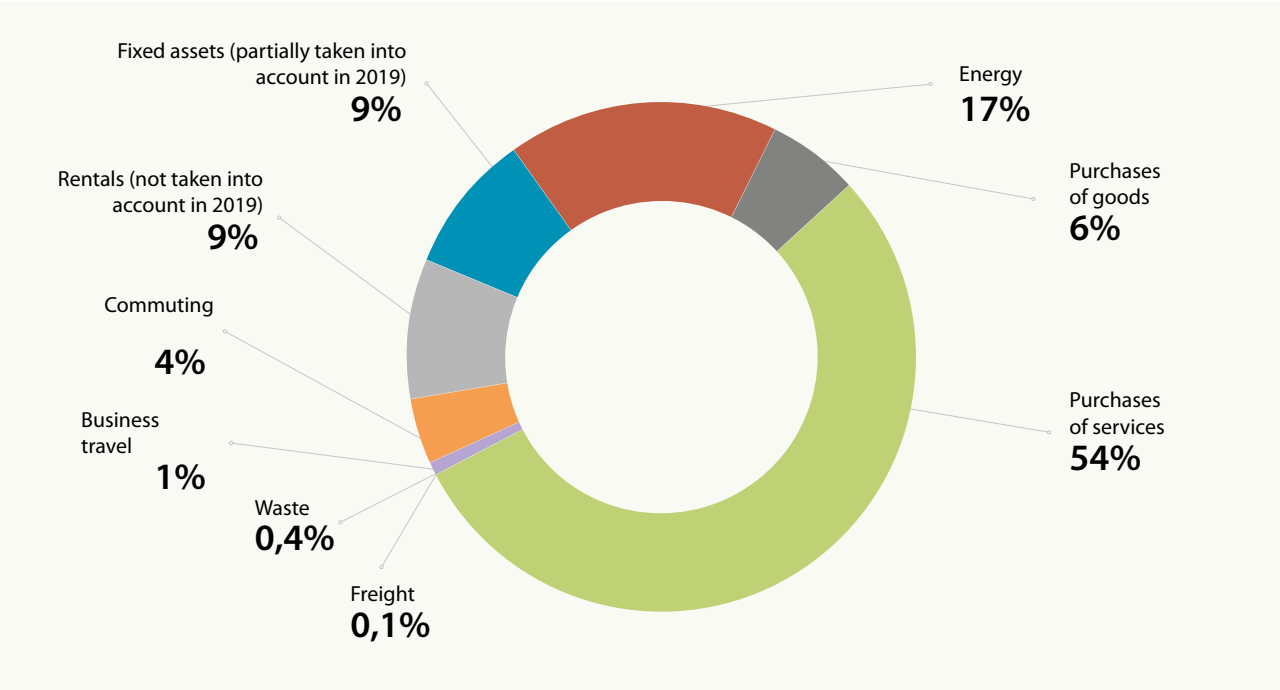


		2019	2023	Change 2023 vs 2019
Emissions according to the 2023 new scope	in tons of CO ₂ equivalent (tCO ₂ e)	12,054	14,659	22%
	in kg CO ₂ e/€K turnover	108	106	- 2%
Emissions with equivalent scope	in tCO ₂ e	12,054	12,952	7%
	in kg CO ₂ e/€K turnover	108	94	- 13%

2023 vs 2019 Bilan carbone® according to the 2023 new scope



Distribution of 2023 emissions according to the value chain



The overall profile is similar to that of 2019 with the purchases of services being the majority. Then come the impacts related to consumption of energy, largely made up of the “fuel” consumed by the company’s fleet of vehicles.

910 tCO₂e avoided by our actions since 2020

The actions implemented by Antea Group since 2020 have made it possible to avoid 910 tCO₂e of GHG emissions.

Emissions avoided in 2023 thanks to our main actions



The item “**purchases of products and services**” is the most significant in the company’s overall carbon profile. It takes into account namely drilling/boring works for which we use external providers. Work with suppliers and providers on their carbon impact in drilling/boring operations has led to the calculation of an emission factor more in line with our activity, hence the reduction of assessment emissions of 528 tCO₂e.

The progress made in our “**commuting**” made it possible to avoid 146 tCO₂e in 2023. The establishment of remote working since the start of the health crisis in 2020 had a clear impact on the reduction of our commuting. Our actions to seek more environmentally-friendly modes of transport (promoting cycling, encouraging carpooling, encouraging the use of trains and public transport) also explain our progress in our travel.

133 tCO₂e of emissions were avoided in the “**Fixed assets**” item thanks to our actions for responsible digital tools and technologies, for example the prolongation of the amortization period of computers, which has gone from 3 to 5 years.

Estimated gains from the establishment of remote working

20%

The replacement as far as possible of planes with trains in our “**Business travels**” significantly increased the trains share which reached 85% of our travel in 2023. This progressive change represents 38 tCO₂e of GHG emissions avoided.

Use of planes was reduced by

11%

Decrease of

10%

in emissions related to the IT stock

The “**waste**” item represents less than 1% of our carbon footprint. However, the various actions initiated in 2020 (5-stream sorting, recycling, etc.) still made it possible to avoid 51 tCO₂e of emissions.

Our main objectives for the next 4 years

The “**Purchases of services**” item has highest GHG emissions. It is therefore crucial that our action be mainly focused on our suppliers to aim for a noticeable reduction in our emissions on the long term. We therefore set ourselves the objective of mapping the Bilan Carbone® of 75% of our suppliers.

Starting 2025, we are initiating a vast program of renewal of our current automobile fleet with low-emission vehicles.



3.2 Responsible purchasing

Reducing the carbon impact of our purchases

Like in 2019, the majority of our GHG emissions in 2023 are made up of indirect emissions, of which 69% are related to the rental and purchase of products and services. In other words, purchases have a predominant role in our Bilan Carbone®. Consequently, we need to incorporate the initiatives of our own suppliers in terms of sustainability: environmental, social measures, etc.

The action plan of our last Bilan Carbone® includes the mapping of Bilan Carbone® of 75% of our suppliers, all areas combined. Whatever the size of companies with which we work, it is crucial that we have the same sustainability values if we want to reduce our own impact.

In 2024, we undertook to expand the questionnaire sent to our subcontractors by incorporating ESG themes (human rights and ethics, working conditions, the company's environmental performance: environmental policy, responsible purchasing, etc.). Ultimately, this questionnaire will be sent to all our suppliers and subcontractors.



Pursuing our commitment to the three dimensions that make up sustainable consumption

We promote feedback and the capitalization of individual and collectives good practices in terms of saving resources, carbon footprint and social matters, both day to day in our own teams and in our consulting services to our clients.





Consuming sustainably in our business

Since 2020, it clearly appears that responsible purchasing is part of everyday life at Antea Group. Our teams develop their work practices in order to progressively incorporate the responsible purchasing initiative into the heart of their functioning. Many actions have been implemented over the last 4 years. Some examples are presented below.



Environmentally-friendly events and communication

- Limiting the environmental impact of our marketing media and our events.
- Establishment of solidarity re-use to end one-time events.



Sustainable and solidarity work spaces

- Selection, since 2021, of suppliers who practice integration by providing economic activity to people excluded from employment and/or disabled: Adapted Companies (EA), Assistance through Work Establishments and Services (ESAT).
- Responsible purchasing when moving to new premises, reuse of furniture, provision of spaces for recycling books and toys for employees.
- Choice of environmentally-friendly water bottles and French tote bags for our employees.



System for sorting waste optimized in our offices

- Choice of a national network for regulatory 5-stream sorting in all our offices: framework contract signed in November 2021.
- Establishment of 6-stream sorting with the recycling of all our PPE (masks, protective nets, gloves, helmets, etc.) via a specialized provider.



Digital tools and responsible technologies

- Use of reconditioned equipment (telephones).
- Prolongation of the amortization period of computers.
- Printing using a badge to reduce the consumption of paper.



Travel

- Purchase of hybrid and electric vehicles.
- Encouragement to use the train and public transport in business travel.



3.3

Progress made in 2024 in our practices



A further step towards responsible digital technology

Since November 2024, Antea Group has been a signatory of the Planet Tech'Care initiative which brings together responsible digital technology stakeholders. Our commitments are based on:

- an environmental footprint measurement of our digital products and services;
- actions making it possible to extend the life of our digital services;
- an exchange of information with the stakeholders concerned.

Some examples of actions implemented illustrate our commitments:

- Optimization of cloud resources to avoid oversizing;
- Recycling and re-use of obsolete or end-of-life IT equipment;
- Renewal of mobile terminals exclusively with reconditioned equipment;
- Reduction of the consumption of energy by eliminating 30 website servers to have a single central infrastructure that saves more energy.

OEPV labelling acknowledging our actions for the use of bikes



In 2021, the French Federation of Bicycle Users (FUB), with the technical assistance of ADEME, launched the Pro Bike Employer Objective (OEPV) program to support private employers, public employers and French associations to obtain the OEPV label. The latter aims to promote actions deployed to develop the use of bikes safely on commutes.

Some examples of Antea Group initiatives: the provision of a secure bike shelter, the development of a site access plan, the establishment of training on safe driving.

Our award-winning sites are Reims (gold medal) and Gennevilliers (silver medal).

The labeling initiative is underway for our sites in Mérignac and Aubagne.

Environmentally-friendly 30-year anniversary seminar

Throughout the organization of Antea Group's 30-year anniversary seminar, it was important for us to minimize the environmental impacts as far as possible.

Poitiers was chosen to favor the use of trains for most of our 1,000 employees. The 100% Antea Group TGV from Paris to Poitiers was also a strong sign of commitment to reduce our carbon footprint.

On site, we chose plant-based scenography favoring re-use and natural materials. The decorations were made up of real potted plants, as well as fresh plants frozen using vegetable glycerin, which the provider reuses for other events over a period of up to 10 years. The Bilan Carbone of this scenography was calculated and amounted to 13.7 tCO₂e (fully related to the transportation of plants).

During the seminar, a sporty and fun event took place with 4 electricity-generating Wattsgood bikes. More than 150 employees participated in small challenges to raise awareness of energy sobriety and generated 440 Wh.



3.4

Commitment to a sustainable future

"Antea Group Climate Conferences"

In 2024, we continued our cycle of conferences initiated in 2022 with the goal of contributing to sharing knowledge on climate change.

More than 3,000 people took part in these events hosted by nationally or internationally renowned speakers.

In **February 2024** in Paris, **Philippe Grandcolas**, Director of Research at the CNRS, spoke on the subject of the decline of biodiversity, its causes including climate change, and solutions to stop it.

Our conferences in 2022 and 2023

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

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

Florence Habets, hydro-climatologist at the CNRS, focused on the impacts of climate change on water resources.

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

Alain Dupuy, professor of hydrogeology, and **Xavier Humbel**, Water technical director at Antea Group France, presented an overview of the uses of water resources, the situations of shortage linked to climate change, and the solutions to tackle water scarcity.



Support to environmental associations

In 2024, we provided financial support to three selected environmental associations following a vote by Antea Group employees.



© Olivia Sinet

French Agroforestry Association

The association acts to accelerate the agroecological transition in the different regions of France. It leads the Tomorr'eau project initiated in 2024 at the heart of the Adour-Garonne basin. This project addresses the challenge of the sustainable management of water in agriculture in a context of water shortage and increasing vulnerability of agricultural systems. The association tests and deploys innovative solutions in a concerted approach with scientific, agricultural and technical partners: planting of trees in the fields, crop covers, etc.

<https://www.agroforesterie.fr/>



LPO Aquitaine

Every year the LPO Aquitaine treatment center located in Audenge welcomes more than 5,000 animals in distress: birds, mammals, reptiles and amphibians. Every day the center's team and the many volunteers who support it care for their guests awaiting release into their natural habitat. They thus contribute to safeguarding wildlife.

The center also trains around 200 people every year.

<https://www.lpo.fr/lpo-locales/la-lpo-en-nouvelle-aquitaine/lpo-aquitaine>



© Sandrine Mulas

Terre de Liens Foundation

Through its land-focused citizen action, Terre de Liens has been working for more than 20 years to preserve agricultural land and help install new farmers.

Its commitment is based on worrying findings: disappearance of farms taken over for other uses or the extension of farms, precarious financial situation of farmers, explosion of land prices, etc.

Terre de Liens buys farms and rents them to farmers through an environmental rural lease. This action is essential to protect the environment and our food self-sufficiency.

<https://terredeliens.org/>

Appendix: Our environmental indicators

1 - Regulatory BEGES* indicators
2019-2023 period according to the new scope

Regulatory BEGES* indicators	2019 (in teqCO ₂)	2023 (in teqCO ₂)	Change 2023 vs 2019	
			(in teqCO ₂)	(in %)
Direct GHG emissions	1,033	1,925	892	86
Indirect emissions associated with energy	68	44	- 24	-35
Indirect emissions associated with transport	1,047	684	- 363	-35
Indirect emissions associated with products bought	9,907	12,006	2,099	21
Total GHG emissions	12,055	14,659	2,604	22

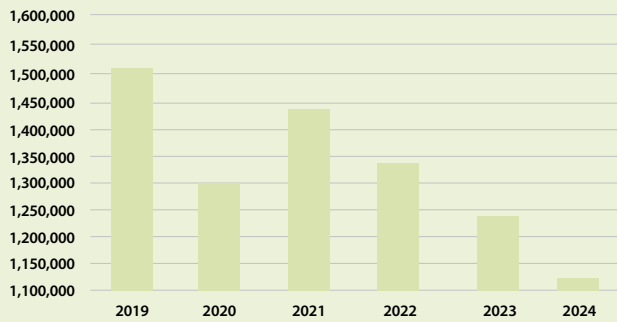
*BEGES : Greenhouse Gas Emissions Assessment

2 - Other environmental performance indicators
over the 2019-2024 period

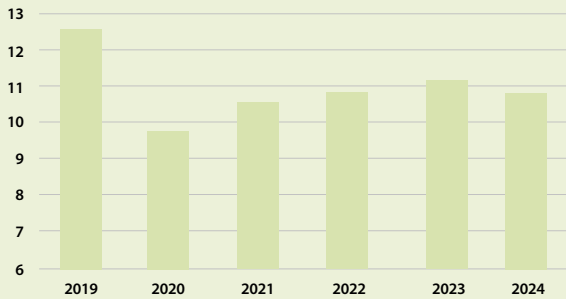
Other environmental performance indicators	2019	2020	2021	2022	2023	2024
Annual electric consumption (kWh)	1,514,047	1,305,238	1,435,518	1,337,102	1,240,149	1,122,543
Business travel by car (in millions of km)	12.5	9.8	10.6	10.9	11.2	10.9
Emissions related to train journeys (in teqCO ₂)	10	2	2	3	5.8	8.0
Emissions related to plane journeys (in teqCO ₂)	265	21	162	242	235	195
Share of recycled waste (%)	31	33	27	42	49	49



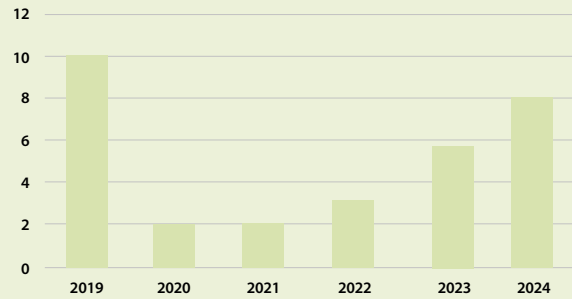
Change in annual electric consumption (in kWh)



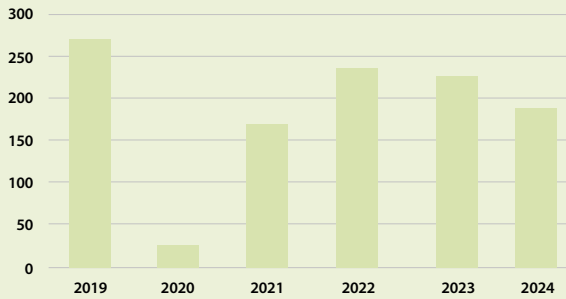
Change in business travel by car (in millions of km)



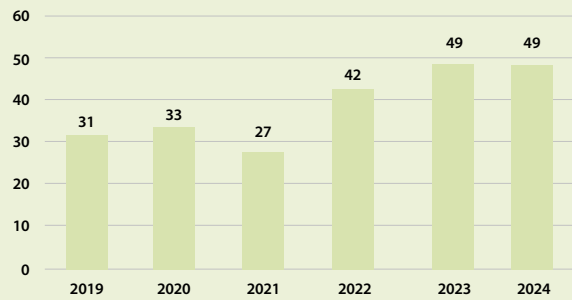
Emissions related to train journeys (in teqCO₂)



Emissions related to plane journeys (in teqCO₂)



Share of recycled waste (%)



**Principle 9**

Promote the development and dissemination of environmentally friendly technologies

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

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

Climate resilience	44
Preservation of heritage	45
Water	46
Industrial environment	48
Infrastructure	50
Measurement and management of environmental data	52
Our international and overseas activities	54
Research & Development - Innovation	56



Supporting local authorities and industries towards climate resilience

Consideration of the effects of climate change helps to increase the resilience of projects, infrastructure, populations, and anticipate the possible environmental, economic, and social implications.

Antea Group offers a comprehensive climatic assessment, combining analysis of climatic and hydroclimatic parameters and the cutting-edge expertise of multidisciplinary teams. CLIMATEA, the digital tool developed by Antea Group and fed by different platforms and climatic models, calculates specific indicators and compares their potential evolution, at

local level, between the past reference period and a future horizon based on the TRACC*.

This climatic assessment is essential for various studies and decision-making: for studies of the impact of new industrial or infrastructure projects, for studies of the management of water resources, for the design of solutions to protect sites and structures that are vulnerable to the effects of climate change, etc.

*TRACC: reference warming trajectory for adaptation to climate change, defined by the government

Example of a 2024 project The Karst of La Rochefoucauld in support of the low-level Charente river

As part of adapting to climate change, and alongside sobriety priority and environment restoration initiatives, the Charente Regional Basin Public Establishment (EPTB) entrusted Antea Group with a study of the possible solutions to optimize the capacity of the karst to support low flows of the Charente river which it partially feeds. Several solutions were identified by the experts and the regional stakeholders. They will be studied in more detail in the coming years:

- Delay the draining of the karst by raising the level immediately downstream of the sources of the Touvre. Antea Group proposed the installation of a removable flexible barrier;
- Feed old gravel quarries in high water periods with a tributary of the Charente in order to use them as infiltration and refill points for the karst;

- Better understand and promote the growth of aquatic grass beds where there are resurgences, which naturally create a hydraulic braking effect;
- Support the policies to develop/remove many private ponds upstream on the granitic bedrock, which intercept flows.



Automne-2024-Chambord-©-Leonard-de-Serres



Preservation of heritage: Sponsorship of multidisciplinary skills for the Domaine national de Chambord

Over the past ten years, the Domaine national de Chambord has undertaken numerous restoration projects of the chateau and the park with the support of sponsors in the service of innovation and ecological excellence. Antea Group is part of this innovative approach, and mobilizes engineers to carry out major projects requiring multidisciplinary expertise, for the benefit of the park. Initiated in 2022, this sponsorship has been renewed for the duration of the "Chambord 2025-2030: Renaissance et révolutions" development project. The four projects on which Antea Group experts will be mobilized during the next 5 years are as follows:

- Continuation of hydraulic studies in the park;
- Carrying out long-term environmental monitoring;
- Support for the implementation of lead and asbestos risk management, in particular for the works in the François Ist wing;
- Continuation of studies on geothermal energy and setting up a pilot test.

Through this support, Antea Group contributes to preserving emblematic French heritage and its ecological and energy transition.



Engineering and consulting services for the sustainable management of water resources

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

Faced with increasingly frequent water stress situations, we support local authorities, industries, and institutions throughout their projects to protect and develop water resources. Our experts in hydrogeology, hydraulics and water treatment work together with our geomatics specialists and data scientists to develop adapted and innovative solutions in various fields.

This includes Integrated Water Resources Management (IWRM) to improve planning tools in France and internationally. For example, 'Hydrology - Environment - Use - Climate' studies (HMUC in French) or prospective studies assess the impact of human activities and climate change on water resources and determine the most effective strategies in a given territory for the coming decades.

Water is also a source of renewable energy. Antea Group is involved in all water energy recovery sectors: geothermal energy, recovery of calories from wastewater, production of biogas from sewage sludge methanation, micro-turbining of water flows, etc.

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

Antea Group teams also take part in hydraulic works (dikes, dams, banks) to control flood risks, renature aquatic environments and restore the ecological continuity of waterways.

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



249

geothermal energy projects launched in 2024



278

sanitation-related projects launched in 2024



153

hydraulic infrastructure and aquatic environment projects launched in 2024

Examples of 2024 projects



Study of abstractable volumes and development of the Huveaune (13 and 83) Regional Water Management Project

For 10 years, the Huveaune watershed has been impacted by severe droughts. The Rhône- Méditerranée SDAGE (Outline for the Organization of the Development and Management of Water Resources) classifies it in the category of regions requiring action to preserve quantitative balances of water resources.

For the EPAGE HuCA (Huveaune Côtiers Aygalades Public Water Development and Management Establishment), Antea Group is carrying out the study of abstractable volumes and the development of the Regional Water Management Project for the watershed. The main objectives are to assess the state of surface and ground water resources taking into account climate change, estimate the effects of human activities on these resources and simultaneously guarantee all uses, including the vital needs of aquatic environments and good water status.

Consultation with regional stakeholders is based on running workshops and field visits to better understand the water cycle and define the priority actions of the Regional Water Management Project in terms of protecting and sharing water.



Geothermal energy from groundwater for the University Hospital of Poitiers (86)

The University Hospital of Poitiers has been committed to the production of decarbonized energy since 2014. It continues to exploit the geothermal potential of its sub-soil as part of the extension of the Cancerology Regional Center (PRC2).

Antea Group teams have supported the hospital since 2022 in the choice and development of a facility to get geothermal energy from the groundwater on this site. They carried out a feasibility study on the sub-soil part and ensured the project management of 90 meter-deep dewatering borehole works.

A borehole to reinject water pumped into the aquifer was drilled in 2024. A second borehole is planned to optimize reinjection and ensure sustainable resource management.

The geothermal water abstracted will make it possible to heat the PRC2 buildings in winter and cool them in summer at a lower cost, using renewable local energy.



310

permitting projects
in 2024



2 030

environmental assessments on
potentially polluted sites in 2024



370

projects in which we acted
as assistant to the contractor
or as project manager for
site remediation in 2024

Examples of 2024 projects



Decontamination of a site in an urban center and land redevelopment (69)

Soil decontamination operations are emerging in city centers, in built-up and constrained spaces. In this context Antea Group intervened in a complex operation to redevelop a former car repair shop and abandoned gas station in the heart of Lyon, with a major challenge: to limit nuisances.

Studies on the environmental quality of soils carried out by Antea Group have highlighted the need to decontaminate soils heavily impacted by hydrocarbons.

Antea Group mobilized multi-business line expertise to address the numerous technical challenges of the operation: internal clearing and demolition, excavation under the building, securing works with the recovery and treatment of gases, management of geotechnical and hydrogeological constraints, etc.

By combining the use of civil engineering and on-site soil decontamination techniques, Antea Group enabled a change in soil use and the development on site of a high added value craft workshop.



Impact assessment: our expertise for the fair use of resources

As part of the extension of an electronic components manufacturing site, Antea Group carried out the project's impact assessment.

Its experts in permitting projects and Classified Facilities for the Protection of the Environment supported the operator in finding solutions limiting the impact of the project on its environment.

This involved in particular reducing drinking water needs despite the planned increase in production capacities, thanks for example to the development of recycling and re-use processes.

Measures included in the project also ensure the quality of surrounding environments, for example surface waters, do not deteriorate.

The study, which incorporates IPCC projections on climate change by 2050 and 2100, demonstrated that the options chosen will preserve local resources best.

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

Our planet is facing major environmental challenges: climate change, increasing scarcity of resources, loss of biodiversity, artificialization of the soil, etc. Mastering the best available technologies to have less impact on our planet now seems essential to preserve the environment.

Whether industrial sites or real estate assets that are occupied, in the process of reconversion/redevelopment, or abandoned, our industrial environmental experts guide economic stakeholders in their efforts to preserve their environment, and prevent and manage environmental, health or accidental risks. Antea Group engineers carry out all types of environmental and/or regulatory studies: environmental authorizations, impact assessment, risk analyses, regulatory compliance assessment, etc.

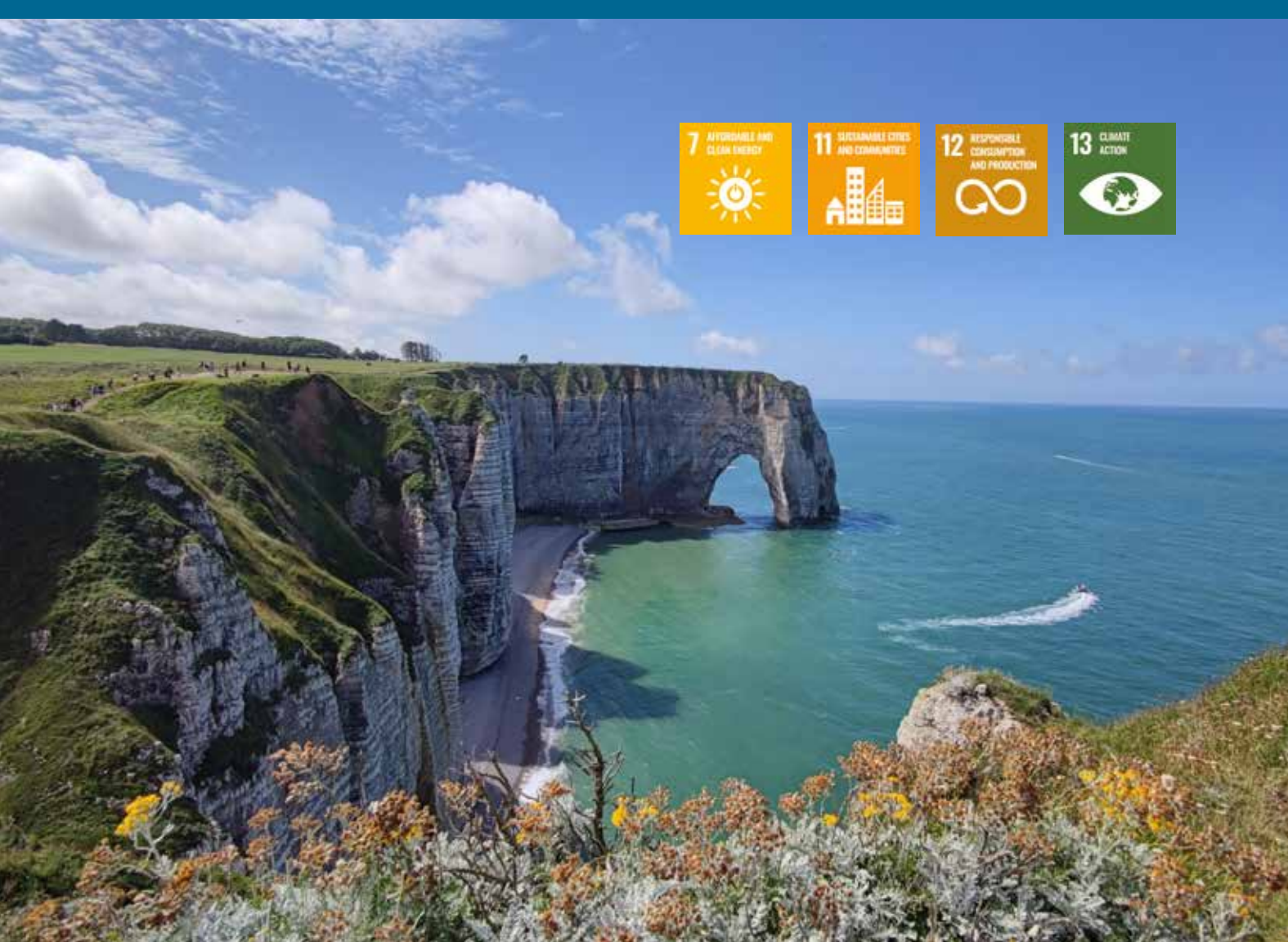
In a context of land scarcity, the management of soil remediation and the reconversion of brownfields are major land development challenges in which Antea

Group is involved as an engineering firm, acting as assistant to the contractor or as project manager to enable us to rebuild on ourselves and thus preserve our natural, agricultural and forestry spaces.

Antea Group creates and implements effective Hygiene, Health, Safety and Environment programs, which aim to reduce risks, particularly in terms of work accidents and environmental issues, but also to promote wellbeing at work.

Beyond the technical, it is an ethical responsibility that we implement to support the contractors and their projects towards a more environmentally-friendly, sober/energy-saving and resilient conception of the planet.





Engineering and management of infrastructure projects

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

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

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

In a context of climate change, the frequency and intensity of natural risks are accentuated. To make sure people and sites are safe, our geologists and geotechnical engineers

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

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

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



500 000
tons (50 times the Eiffel Tower) of materials recycled throughout our projects in 2024*



1 500 MW
cumulative power of wind and photovoltaic projects studied by Antea Group in 2024

*mainly recycled crushed concrete

Examples of 2024 projects



Selective demolition of a brownfield and re-use (10)

The Grand Est Public Land Establishment (EPFGE) was commissioned by the town of Troyes to redevelop the Logtex brownfield. For the EPFGE Antea Group carried out the demolition project management and management of pollution concentrated on the site on which structures accommodating the public and pavilions will eventually be constructed. The mission also includes the clearing, asbestos removal and lead removal parts.

The town of Troyes and the EPFGE wanted to roll out the project with a circular economy and heritage preservation mindset. For this, Antea Group therefore leveraged its strong circular economy skills to support the project by including in the program an objective of 80% of re-use in the demolition of the most recent buildings and the identical re-use of a 5,200 m² hangar.

The oldest buildings have been conserved and will be restored as part of the project to redevelop the site to conserve traces of the site's history.



Remediation of the old Dollemard (76) coastal landfill sites

As part of the National plan to reduce coastal landfill sites, the town of Le Havre entrusted Antea Group with a studies contract relating to the remediation of the site and contractor assistance for the works.

The study zone covers 20 hectares where the more than 100 meter-high cliffs of Dollemard are located. The landfill sites were made up of four operations sites distributed over 1km. The waste, dumped directly above the cliff, was mainly from the building sector. The requirements now relate to the management of 312,000 m³ of materials.

After studies and the completion of a test site, the technical solution adopted is the separation of materials at the bottom of the cliff, then the sorting and removal of the biggest fractions. Fine fractions (120,000 m³) will be taken back to the top of the cliff with a crane. They will be sorted, treated, checked and removed to regional outlets.



2541
Water and air
measurement
projects in 2024



60%
of the national territory
covered by our data
management tools in 2024

2024 focus



Campaigns to measure PFAS* in the water and air at manufacturers

PFAS, so-called perennial pollutants, are a significant risk for the environment and human health. In France, the ministerial decree of June 20, 2023 marked the start of campaigns to measure PFAS substances in the residuary waters of certain ICPEs** subject to authorization. The ministerial decree of October 31, 2024 then prescribed the screening of PFAS substances in the channeled atmospheric emissions for certain ICPE headings subject to authorization.

With real expertise in PFAS, in France and abroad, Antea Group assists its clients to address the challenges of manufacturers in this area and support them throughout their process, whether upstream for the establishment of inventories with our "DataViz PFAS" tool or to carry out water and air sampling campaigns in strict compliance with protocols.

* Per- and polyfluoroalkyl substances

** Classified Facilities for the Protection of the Environment

Example of a 2024 project

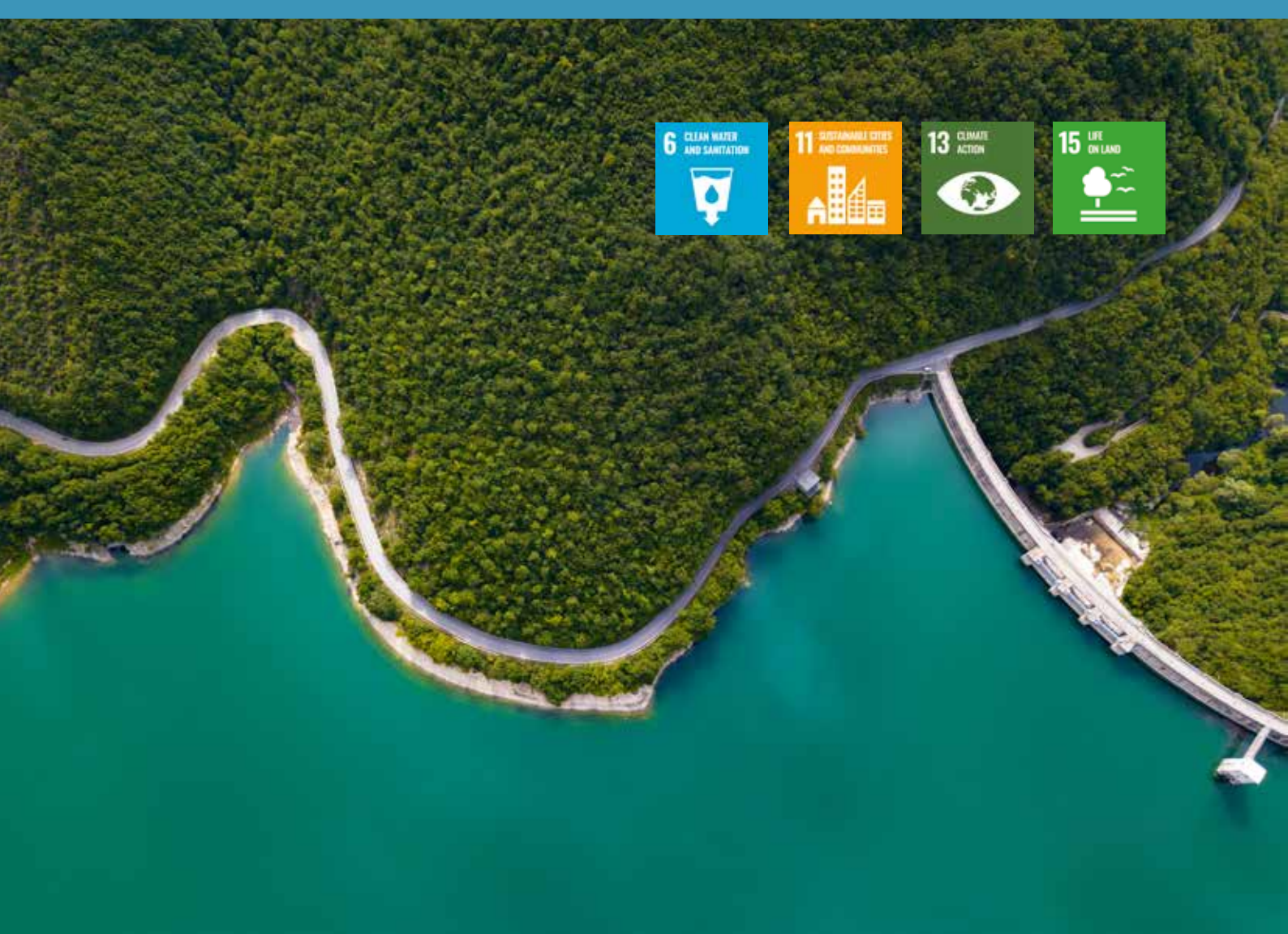


Update of the inventory of Adour Garonne basin water resources

Every 6 years, in accordance with the European Water Framework Directive, the Water Agencies update their Outline for the Organization of the Development and Management of Water Resources (SDAGE), a planning document which sets out the policies to be implemented in their basin to achieve good water status.

The Adour Garonne Water Agency called upon Antea Group to help it in reassessing pressure exerted on surface and ground waters in its region and to identify water bodies at risk. Based on these elements, Antea Group was also entrusted with drafting the official inventory document and important questions as well as the training of water stakeholders (Administration, authorities, etc.) from 26 départements through the hosting of dedicated days. Finally the deployment of a web portal made it possible to provide summary information on the 2025 inventory for previously trained stakeholders.





Our international and overseas activities

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

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

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

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

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

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

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

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

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



Examples of 2024 projects



Improving the water supply of the conurbation of Banjul in Gambia

Since the end of 2022 the Société des eaux gambienne (NAWEC) has been implementing the Water and sanitation project in the Greater Banjul (WASIB) region over 5 years. It is funded by the Agence Française de Développement (AFD) which marks its desire to support the Drinking Water Supply sector confronted by dilapidated infrastructure and increasing demand.

The project has a dual objective: to improve access to drinking water for more than 800,000 people and develop the skills of NAWEC to manage an effective and sustainable urban water service.

Antea Group carried out a study on ground water resources and developed a hydrodynamic model of aquifers exploited currently by 77 production boreholes. This model was used to determine the “perennial” exploitation potential of new well-fields in order to increase the water supply of Banjul, as well as to study the impact of climate change on water resources.

The technical assistance and project management missions of Antea Group continue with the studies and the supervision of works to remediate existing infrastructure and to build new production, transfer, storage and distribution structures.



Preserving the wetlands of Guadeloupe (French West Indies)

The marshes of Port-Louis, located to the north-west of Grande-Terre, represent a vast natural zone on the coast, a complex environment made up of mangroves, artificial lakes and wet meadows. The Office de l'Eau Guadeloupe is studying its hydrological functioning and its vulnerability in order to facilitate the choices of managers in terms of preservation, maintenance and development of this extraordinary natural heritage.

Antea Group carried out a hydrological study for the Office. A bibliographical survey, field investigations, water samples and analyses and a census of hydraulic structures were carried out in order to understand the hydrological functioning of the various elements of marshes.

The objective was, on the one hand, to evaluate the quality of waters in the environments and, on the other hand, to understand and quantify the water inflows and outflows through this system. This acquisition of knowledge must make it possible to better understand the hydrological functioning of marshes, to evaluate their vulnerability and preserve their biodiversity.



Research & Development - Innovation

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

Particular attention is paid to projects that affect the entire environmental data value chain, including data acquisition and management, the creation of dedicated information systems, the valorization of data, namely by using innovative predictive models. Examples of projects illustrate the mobilization of our R&D-I teams in 2024.

56

Examples of 2024 projects

Developing the railway infrastructure with an eco-design approach: the MINERVE project

Minerve is a national research project of the 4th Future Investment Program (PIA4). It will run over the period 2023-2026. The objective is to develop innovative and collaborative digital methods at the level of the French rail sector in order to:

- Reduce the negative impacts of rail infrastructure on the environment,
- Adapt the rail infrastructure to the effects of climate change,
- Address decarbonized mobility needs even more reliably and competitively.



Antea Group manages the works on the life cycle analysis (LCA) of the project to improve production processes with an eco-design approach. The life cycle analysis makes it possible to assess all environmental impacts of a structure and to compare the environmental qualities of different possible technical solutions, by considering the entire life of the structure: construction, exploitation and maintenance then, ultimately, demolition.

The works managed by Antea Group associate the Institute for Experimental Research in Civil Engineering and the ENPC Centrale-Supélec. They aim to combine the BIM and the life cycle analysis.



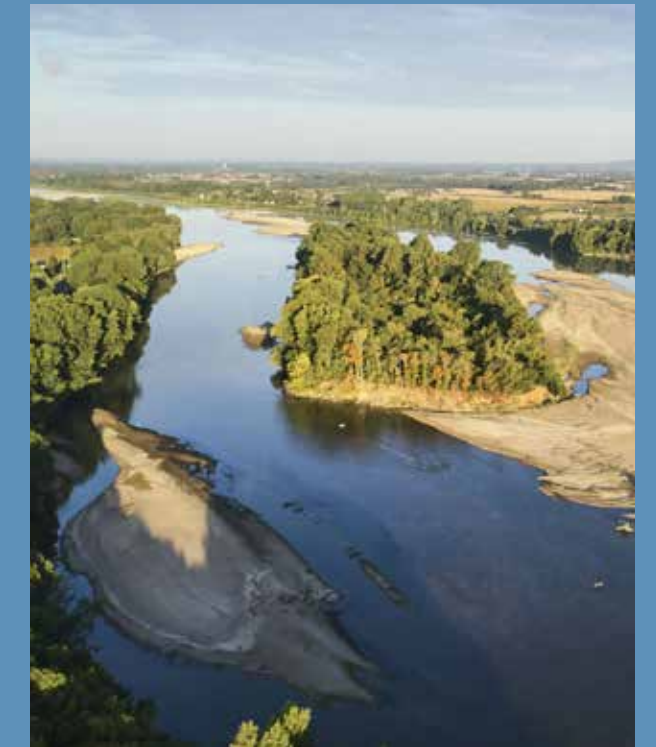
Predictive management and operational management of water resources: the EAU-SPRA project

Climate change, the increasing scarcity of surface and ground water resources and conflicting uses now demand that efforts to optimize samples be planned.

In this context, the ambition of the Eau-SPRA project, winner of the INNOV EAU de France 2030 call for projects, is to develop a decision support digital platform for predictive management and operational management of surface and ground water resources in the regions. The objective is to deploy the platform at the level of Water Development and Management Scheme (SAGE) type management watersheds. It will make it easy to descend to the operational levels of waterway sections, extract ground water, etc.

The data mobilized and methods of modeling deployed to define prospective scenarios on the evolution of the climate and uses will make it possible to guarantee managers precise and up-to-date quantification of water resources.

EAU-SPRA, scheduled over 4 years, is led by a consortium of three recognized partners in the fields of hydrological modelling, integrated management of water resources and digital engineering: Antea Group as coordinator, the Geosciences Center of the École des Mines de Paris and the Strasbourg Earth and Environment Institute (ITES).



AI as a water management tool for regions: the PrévizO project

PrevizO, initiated by the Centre-Val de Loire Region, makes it possible to predict the quality and quantity of water over different time horizons and for different water resource evolution scenarios. The objective for future users of the tool is to anticipate periods of water stress through the combination of AI and physics models fed by new and local data.

The downstream part of the river Cher (41) watershed constitutes the test ground managed by the Nouvel Espace du Cher river authority and indicates future challenges: periods of low level water marked recent years, fragile state of several groundwater tables, etc.

Antea Group ensures, within the consortium of local and national stakeholders involved in this project, the management of working groups on the exploitation of data and the development of models, and is the IWRM (Integrated Water Resources Management) thematic contact to report the requirements of water users.



Correspondence table SDGs and Antea Group activities



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

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



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

P16 - Diversity and non-discrimination



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

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



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

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



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

P24 - Safety



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

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



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

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



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

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



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

P28 - Our environmental commitments in the operation of the company
P44 - Supporting local authorities and industries towards climate resilience
P46 - Engineering and consulting services for the sustainable management of water resources
P50 - Engineering and management of infrastructure projects
P54 - Our international and overseas activities
P56 - Research & Development - Innovation



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

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



Significantly reduce corruption and the practice of bribes in all their forms.
P8 - Human rights and ethics



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Antea Group France

ZAC du Moulin
803 Boulevard Duhamel du Monceau
CS 30602 - 45166 OLIVET Cedex - FRANCE

Tel. : + 33 (0)2 38 23 23 00

contact@anteagroup.fr

www.anteagroup.fr

