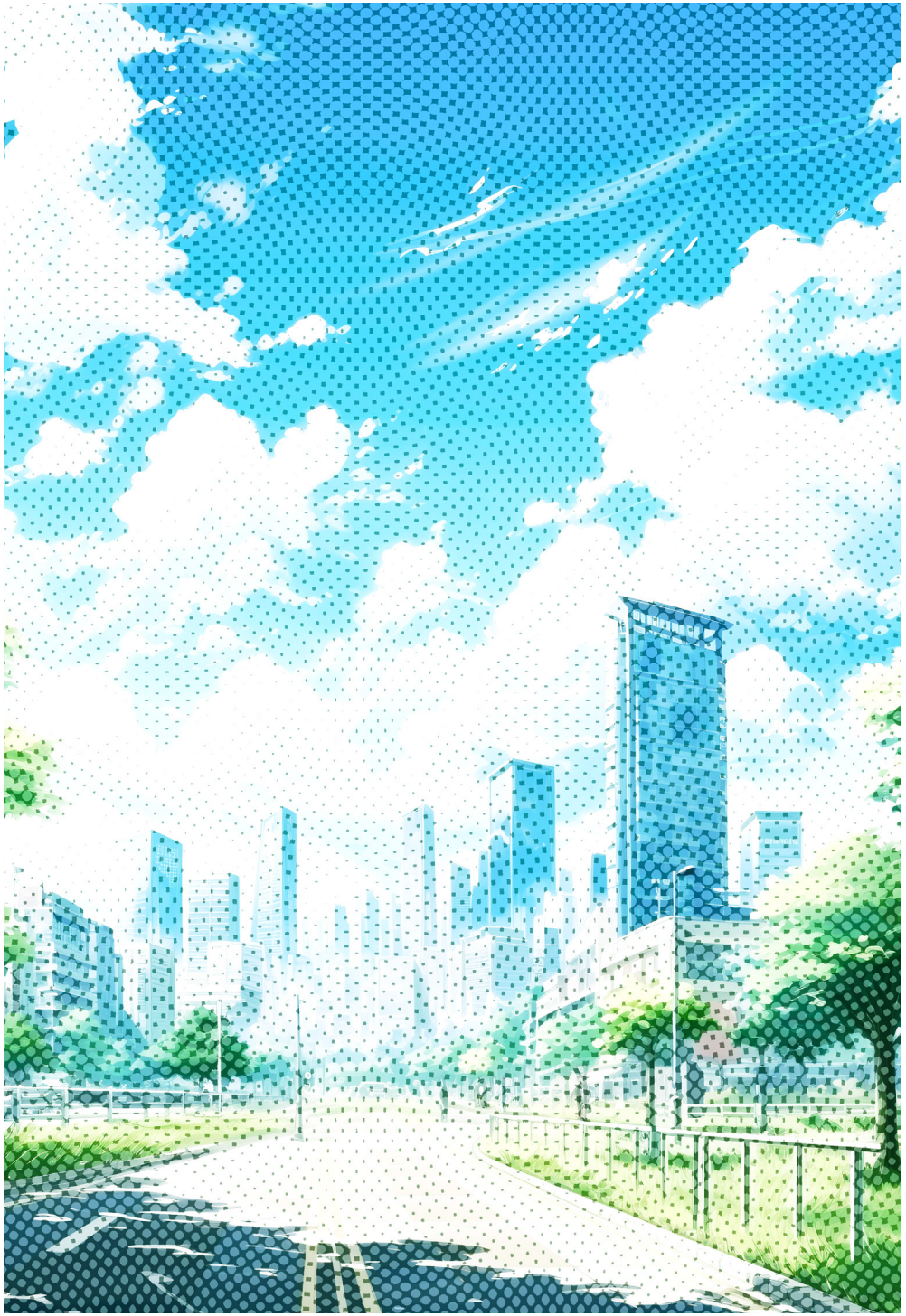


ANNUAL REPORT 2024

FAYAT
ÉNERGIE SERVICES

CSR
CORPORATE
AND SOCIAL RESPONSIBILITY

SUMMARY

Presentation of the FAYAT Group

Presentation of the FAYAT ÉNERGIE SERVICES Division

Timeline of the CSR strategy

Policy

PILLAR I: achieving sustainability

PILLAR II: limiting our environmental impact

PILLAR III: developing and leveraging our human capital

PILLAR IV: developing our regional commitment and our work in support of others

EDITORIAL



Dear customers, employees and other stakeholders in general,

We are proud to present the CSR report for 2024. In a constantly changing world, marked by unprecedented environmental and societal challenges, our commitment to a more sustainable world is stronger than ever.

I am convinced that our commitment is not only a responsibility, but also an opportunity for creating value, a value which is shared with our stakeholders and with society as a whole.

I must thank all our employees and partners for their support and commitment to our CSR initiatives. Together we can make a significant difference.

In conclusion, I am inviting you to read this report, conceived with ecodesign in mind, and to explore the many initiatives and actions that embody our purpose: we are transforming society to make it sustainable in the future.

Jérôme GUIRAL
CHAIRMAN OF FAYAT ÉNERGIE SERVICES

THE FAYAT GROUP

Operating in **170 countries** through its **230 companies,** and thanks to the contribution of its **23,410 employees,** the Fayat Group, founded in France in 1957, supports its customers worldwide through innovative and sustainable solutions for the construction market across the seven major business lines on which it is built:

PUBLIC WORKS

FOUNDATIONS

CONSTRUCTION

ENERGY SERVICES

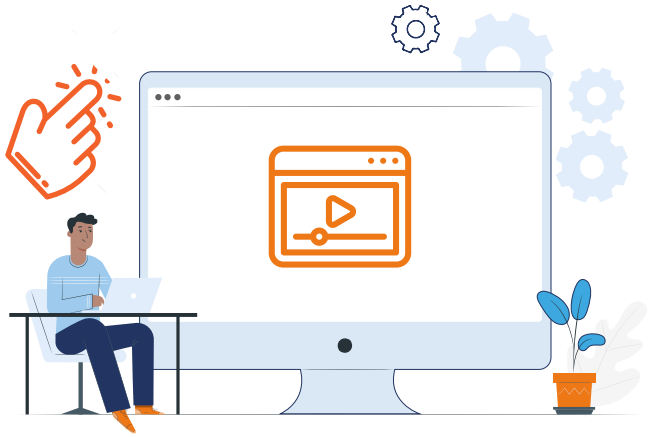
METAL

BOILER MAKING

ROAD CONSTRUCTION

CLÉMENT FAYAT VINEYARDS

Find out more



23,410 EMPLOYEES	**230** SUBSIDIARIES	**€5.7B** TURNOVER
€1.8B EQUITY	**€196M** NET PROFIT	**€284M** OPERATING INCOME

"AN INDEPENDENT GROUP CHANGES EVERYTHING"

THE FAYAT ÉNERGIE SERVICES DIVISION

Fayat Énergie Services, the Fayat Group's energy and digital branch,
is made up of 17 subsidiaries grouped together around 5 areas of expertise:

INDUSTRY, TRANSPORT AND THE ENVIRONMENT

TERTIARY

ENERGY INFRASTRUCTURE

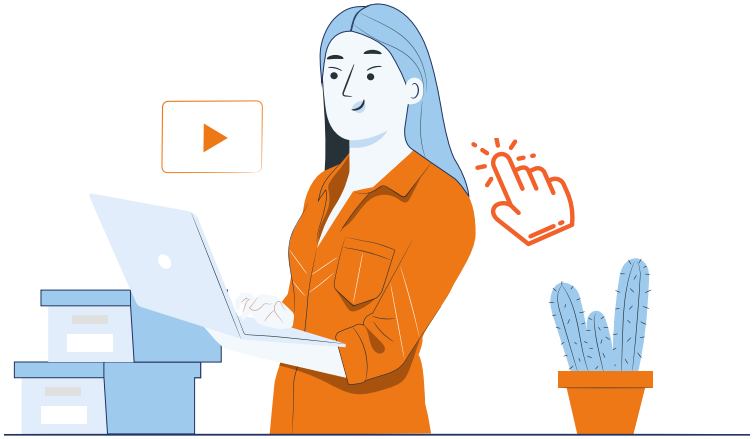
DIGITAL

MAJOR PROJECTS

For more than 30 years, Fayat Énergie Services has been supporting private and public customers in their energy and digital transition, offering comprehensive and tailored solutions to make companies, organisations, towns and regions safer, smarter and decarbonised, thereby helping to transform society for a sustainable future.



Find out more



TIMELINE OF THE CSR STRATEGY



1994
Quality, Security, Environment Strategy

2012
First **Triple Certification** in Quality, Security, Environment

First Fayat Énergie Services **Innovation Challenge**

2018
Chairman committed to a **CSR Strategy,** Creation of a CSR mission

Implementation of **the Fayat Énergie Services [2019-2022] Policy**

2019
Creation of a **Fayat Énergie Services School**

2020
First **Duoday** at Fayat Énergie Services

Publication of the first **CSR Report**

Signed the **Diversity Charter** (Fayat Énergie Services Company)

Signed the United Nations **Global Compact**

2021
Signed the **Supplier Relations and Responsible Purchasing Charter**

2022
Member of the **"Committed Companies"** community

First participated in the **"Ingénieuses"** initiative

2023
Implementation of **the Fayat Énergie Services Policy** [2023-2030]

Awarded the **"Happy Trainees"** Label

2024
First **"Ethics Day"**

30-year Celebration **of Fayat Énergie Services**

2025
"Fayat NOW": The Fayat Group's decarbonisation strategy

2026

THE CSR POLICY

In order to meet unprecedented collective environmental and social challenges, Fayat Énergie Services, as a responsible business operator, is fully committed to combining economic performance and community involvement, with overall performance in mind.

This commitment is set out in a policy for 2030, based on **4 pillars and 12 commitments, consistent with the company's challenges and the expectations of its stakeholders.**



CORPORATE AND SOCIAL RESPONSIBILITY

4 PILLARS
12 COMMITMENTS

CSR
CORPORATE
AND SOCIAL RESPONSIBILITY



#CAP2030

ACHIEVING SUSTAINABILITY

- Ensuring our economic sustainability, developing **innovative and sustainable solutions** to promote regional resilience.
- Becoming a key player in **the energy and digital transition,** while respecting **ethics, basic human rights and the environment**.
- **Making our customers happy,** by listening to **their needs** and those of our other **stakeholders.**

REDUCING OUR IMPACT ON THE ENVIRONMENT

- **Working towards decarbonisation** and **tackling climate change.**
- Limiting **our use of resources** and helping protect biodiversity.
- Promoting **responsible purchasing.**

DEVELOPING AND LEVERAGING OUR HUMAN CAPITAL

- Promoting **diversity** and **equality** and turning them into an opportunity for the company.
- Developing employees' **skills** and supporting them in **their career pathways.**
- Improving **the quality of life at work**, and protecting **the health and safety** or our employees and partners.

DEVELOPING OUR REGIONAL COMMITMENT AND WORK IN SUPPORT OF OTHERS

- Supporting **training and employment programmes,** and contributing to the **economic and social development** of our regions.
- Establishing **partnerships** with associations and educational institutions, and encouraging **volunteering and skills development.**
- Encouraging employees to take part in **community events** and promoting **sporting activities.**

PILLAR I

ACHIEVING SUSTAINABILITY

OUR COMMITMENTS :

01

ENSURING **OUR ECONOMIC SUSTAINABILITY,** DEVELOPING **INNOVATIVE** AND **SUSTAINABLE** SOLUTIONS, TO PROMOTE REGIONAL **RESILIENCE**

THE FAYAT ÉNERGIE SERVICES DIVISION

GOVERNANCE

INNOVATIVE AND SUSTAINABLE SOLUTIONS

02

BECOMING **A MAJOR PLAYER** IN THE **ENERGY** AND **DIGITAL** TRANSITION, WHILE RESPECTING **ETHICS, BASIC HUMAN RIGHTS** AND THE **ENVIRONMENT**

FAYAT ÉNERGIE SERVICES VALUES

RECOGNITION OF OUR COMMITMENTS

COMPLIANCE

03

MAKING **OUR CUSTOMERS** HAPPY, LISTENING TO **THEIR NEEDS** AND THOSE OF **OUR OTHER STAKEHOLDERS**

ENSURING **OUR ECONOMIC SUSTAINABILITY**, DEVELOPING **INNOVATIVE** AND **SUSTAINABLE** SOLUTIONS TO PROMOTE REGIONAL **RESILIENCE**

THE FAYAT ÉNERGIE SERVICES DIVISION

KEY FIGURES

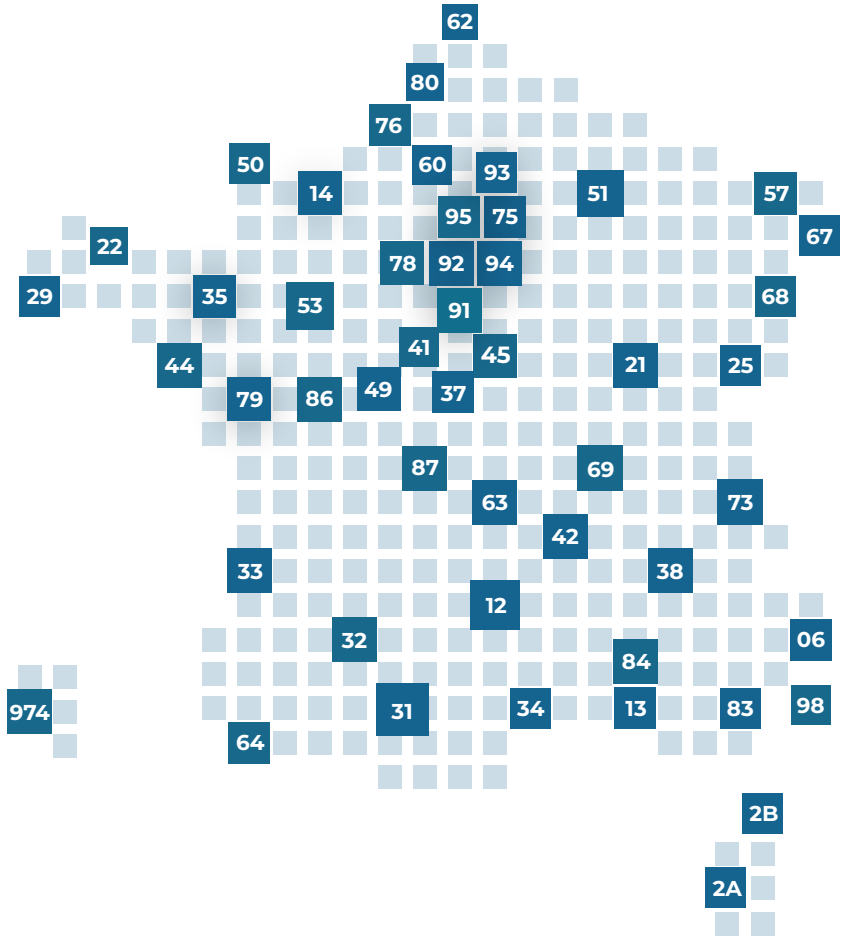
17
SUBSIDIARIES

4,849
EMPLOYEES

104
INSTALLATIONS

€919M
TURNOVER

INSTALLATIONS



2024 : FAYAT ÉNERGIE SERVICES CELEBRATES 30 YEARS

At the heart of the Fayat Group adventure is a culture based on innovation, entrepreneurship and commitment in our initiatives. Since its inception, the Group has deliberately broadened its range of expertise and capabilities to remain at the forefront of emerging trends and the evolving needs of its customers.

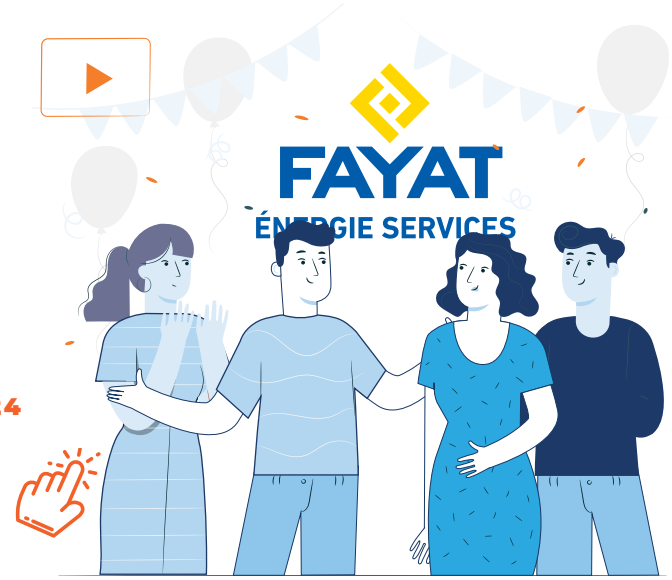
In 1994, the Group undertook a strategic shift by integrating the subsidiaries Satelec and Semeru, which marked its entry into the energy and associated services sector. Over the years, the Fayat Énergie Services Division has expanded its scope by integrating new expertise and capabilities. These areas of expertise include road mobility, climate engineering, electricity network construction and electrical engineering in the nuclear sector. This diverse expertise has contributed to the creation of new market offerings.

Today, with nearly **5,000 employees in our 17 subsidiaries,** the Fayat Énergie Services Division deploys its expertise daily in various fields such as electrical and thermal engineering, digital systems and flows, and sustainable mobility. Our employees develop innovative and sustainable solutions, promoting regional resilience, in around a hundred branches in France and Réunion, actively contributing to energy and digital transition.





KEY ACHIEVEMENTS AND EVENTS IN 2024



Find out more

GOVERNANCE

Fayat Énergie Services has put in place a governance system to define its CSR strategy, coordinate and deploy the CSR policy across all businesses, closely aligned with their activities, and to monitor its performance.

SPECIFIC COMMITTEES

Ethics committee

GDPR committee

Risk committees

Branch management committees

PROMOTION AND DEPLOYMENT

BUSINESS AND SUPPORT DEPARTMENT

Deploying the CSR policy and objectives Implementing action Adopting good practice Raising awareness (supported by the QSE and HR network)

7 COMEX MEETINGS IN 2024

STRATEGY COMMITTEE

Approving the CSR policy and objectives Promoting and deploying the policy within its scope



CSR COMMITTEE PRESIDED OVER BY THE CHAIRMAN

Drawing up the CSR policy and objectives Monitoring action progress and the achievement of commitments Coordinating the strategy

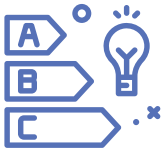
PERFORMANCE STRATEGY AND MANAGEMENT

INNOVATIVE AND SUSTAINABLE SOLUTIONS

Fayat Énergie Services is supporting its customers in their energy and digital transformation. To meet customer expectations and support their energy efficiency, performance, and sustainability goals, the Fayat Énergie Service companies continuously develop services that integrate cutting-edge technologies with sustainable development priorities. Its companies operate in areas involving major challenges for the sustainable city, such as water, energy, transport, buildings, infrastructure, etc.

ENERGY PERFORMANCE :

Energy performance solutions for cities and providing support to find suitable low carbon solutions and products (such as varying street lighting brightness and times, remote management of light sources, etc.), with the aim of reducing greenhouse gases and light pollution.





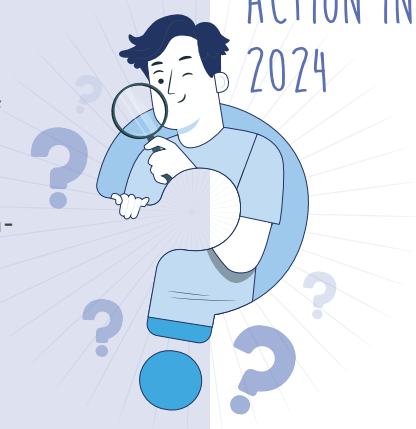
EXAMPLE OF ACTION IN 2024

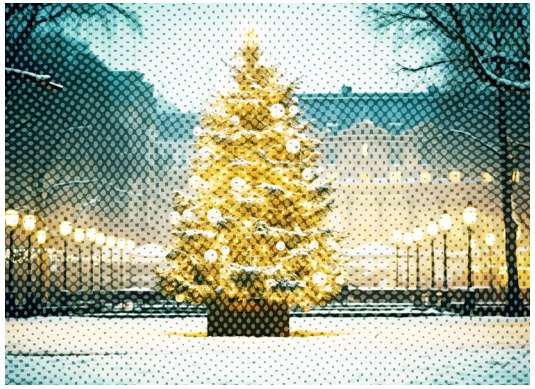
Rambouillet accelerates its ecological transition

>Ambitious project for the complete renovation and conversion of public lighting in the town of Rambouillet to LED, lasting two years, carried out by Satelec.

>Improving lighting conditions, modernising equipment, reducing energy consumption, and enhancing public safety and attractiveness:

3092 street lamps and 1032 replaced postsGradual lowering of lighting(50% in peak hours)
68% reduction in electricity consumption





Comp’illum

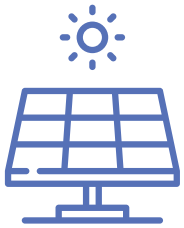
This solution offers communities the chance to hold on to some Christmas magic whilst being part of a sustainable approach. It enables the energy used by light motifs to be offset by reducing street light consumption: energy consumption is evaluated, and a supervisor issues commands to dim the lights.

Solutions for buildings to improve comfort, ensure security and reduce energy consumption (smart management of lighting, climate control, energy monitoring platforms, installation of video surveillance, access control, etc.).



LOW-CARBON ENERGIES

In order to meet the ambitious objectives to reduce greenhouse gases, Fayat Énergie Services is providing its customers with renewable and nuclear energy solutions:



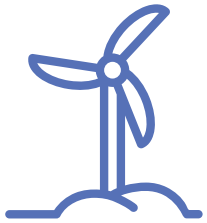
Solar power

Fayat Énergie Services is offering its expertise in photovoltaic energy with a range of solutions including the full installation and monitoring of installations, and preventive maintenance.



Nuclear energy

Fayat Énergie Services is strengthening its offerings in the nuclear field which today is fundamental for successful energy and digital transition. Its solutions range from the design to the installation and commissioning of energy, processing, robotic, electromechanical, electronic regulation and automated distribution systems.



Wind power

Fayat Énergie Services is developing and implementing solutions in renewable energy projects, such as wind power, helping to strengthen energy transition in the regions.

WATER AND WASTEWATER MANAGEMENT

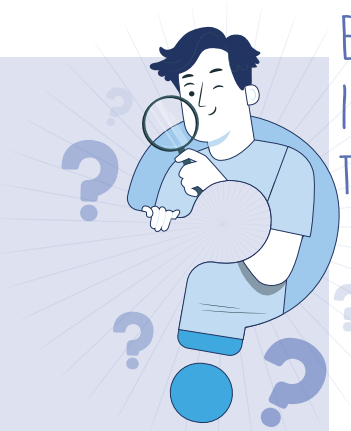
Fayat Énergie Services is supporting its customers in the optimal management of the water used at Fayat Énergie Services, an increasingly scarce resource, by developing solutions for:

-The supervision of water networks.

-The optimal supply of water treatment plants and drinking water facilities.

- The prevention of pollution.





EXAMPLE OF INITIATIVES TAKEN IN 2024

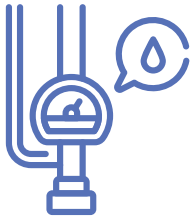
Electricity interconnection between France and Spain via the Gulf of Gascony

>A 400 km long underground and submarine link will increase the exchange capacity from 2,800 to 5,000 megawatts (MW).

>Increasing the security, stability and quality of electricity supply in both countries, and also in the rest of Europe.

>Fayat Power is participating in the underground electrical connections part of the project, working alongside the companies of the Fayat Razel-Bec and Fayat TP group and other companies in the sector.

Find out more



Performance Check©

An accurate water consumption monitoring solution for construction sites that ensures optimal use of water resources. It analyses consumption trends, detects anomalies and sets precise objectives for effective water management.



Connected measurement campaigns.

Fayat Énergie Services carries out connected measurement campaigns for wastewater and rainwater management, reducing the need for on-site visits, thereby lowering both the environmental impact of operations and the risk of accidents for staff.



Network mapping

Fayat Énergie Services provides mapping and survey solutions for urban sewer networks using aquatic drones.

EXAMPLE OF INITIATIVES TAKEN IN 2024

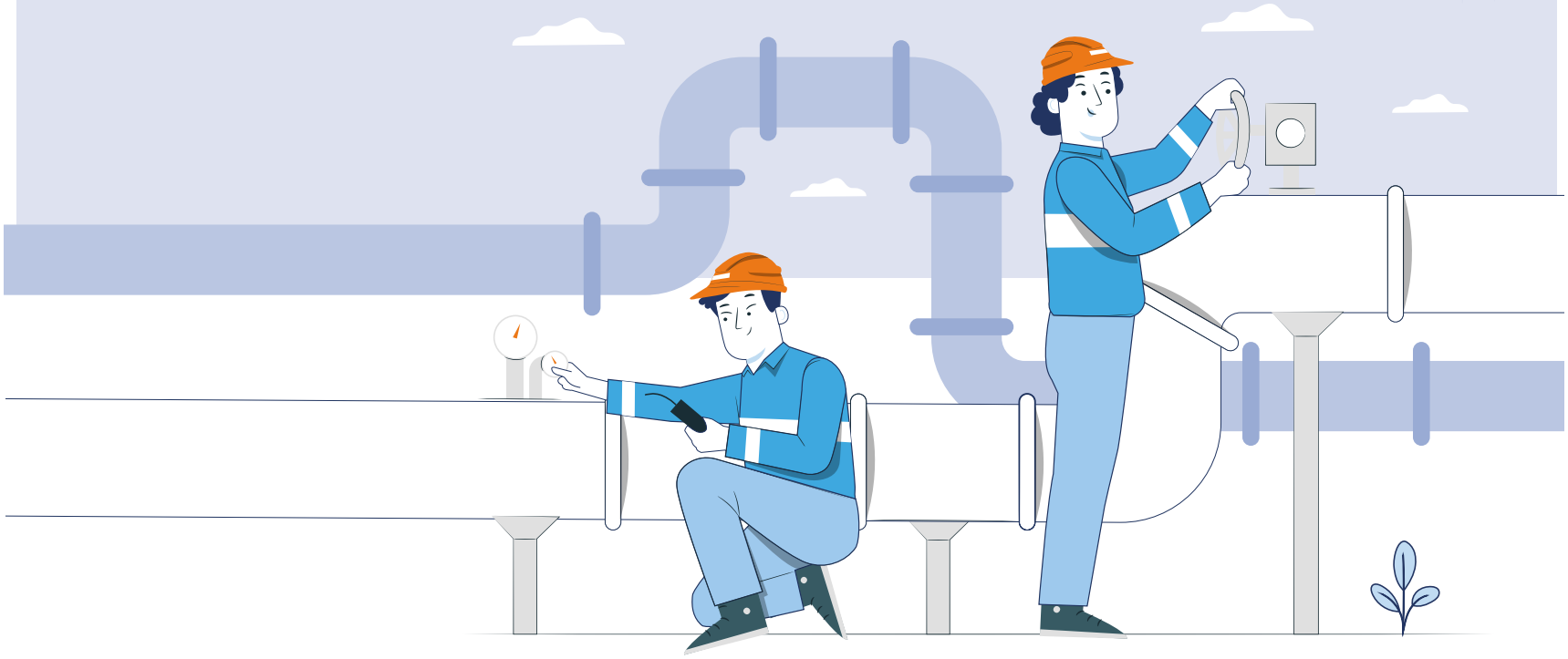
The Seine-Nord Europe canal: a project on the water

>European-scale river infrastructure which represents a powerful lever for the decarbonisation of freight transport and economic growth.

>Work on the Canal, including 7 locks, which began in 2021, will continue until its planned commissioning in 2030.

>SEMERU provides its expertise for the smooth operation of the lock: From efficient energy supply to state-of-the-art equipment in the pumping station, including site security with advanced access control, video surveillance and fire detection solutions.





DIGITAL

Digital transformation requires the implementation of network infrastructure and high-performance, continuously available data centres in order to meet user needs. Against a backdrop of full connectivity and big data, we install on-site cloud or hybrid digital infrastructure, which allows companies to attract new business opportunities.

-Agile, high-performance infrastructure.

-Communications tools.

-Collaboration tools.

-Cybersecurity

Smart city

Smart City solutions for a smart and connected city (energy, traffic, lighting, buildings, waste management, etc.) that benefits users and is more environmentally responsible.



SMART, SUSTAINABLE MOBILITY

Bus priority at traffic lights

This implemented radio solution allows communication between buses and traffic light controllers, and is notably used in Bus Rapid Transit (BRT) projects.

Free-flow tolls

A partnership with Q-FREE (a Norwegian company specialising in toll solutions) has been established for the development of a comprehensive high-performance toll solution in the French market. This indicates a strong, long-term commitment backed by a major group.

Ticketless parking

Fayat Énergie Services, in partnership with HUB Technologie, offers ticketless parking solutions.
This rapid number plate reading solution is combined with a ticketless barrier system in order to streamline the flow of vehicles, eliminate paper consumption and provide a more efficient service for users and operators.



Electric vehicle charging solutions

Covoitus® - carpool vehicle detection system.

VéloComptus solutions, for counting cyclists at certain points on their journeys.

EXAMPLE OF INITIATIVES TAKEN IN 2024

Monitoring of dedicated lanes on the Paris ring road

For the 2024 Olympic and Paralympic Games, the City of Paris wanted to set up dedicated lanes on the Paris ring road.

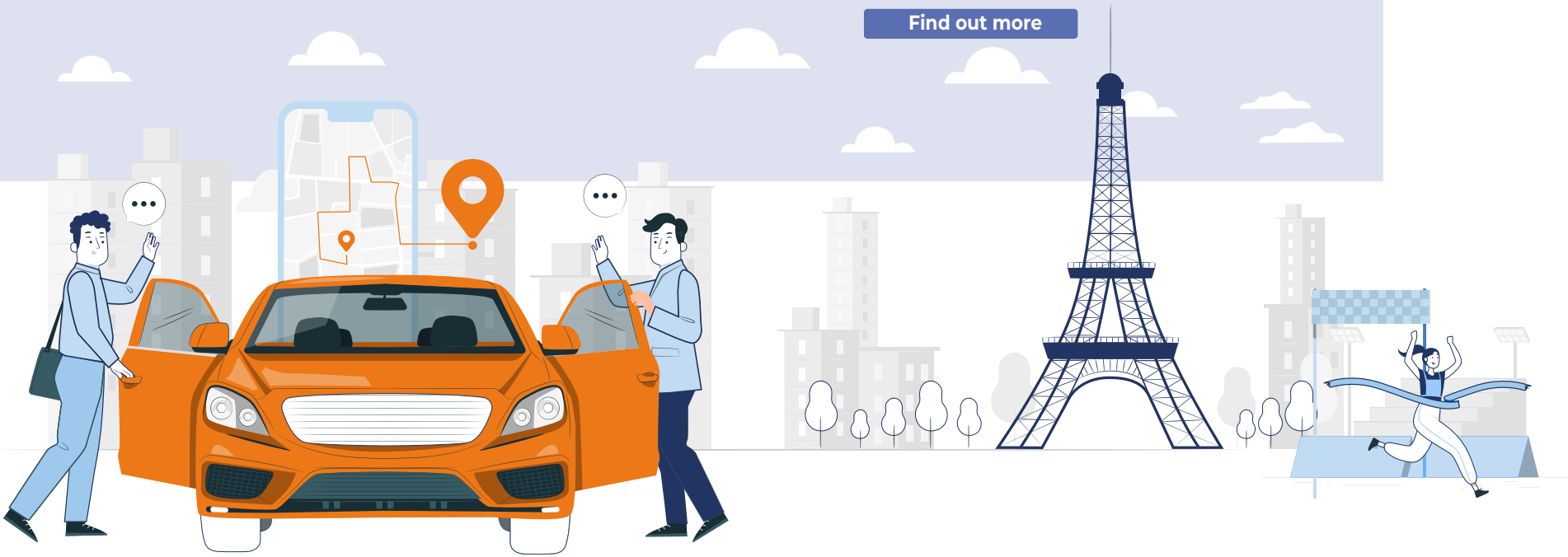
>To ensure smoother and safer movement for accredited and emergency vehicles.

>To reduce transport-related pollution by promoting the use of low-emission vehicles.

>Over several years FARECO has developed the HOVY® solution. This solution has been developed and tested for the city of Paris since 2020, in collaboration with the subsidiaries of the NXO Division and Semeru in this global Paris 2024 project.



Find out more



BECOMING **A KEY PLAYER** IN **THE ENERGY** AND **DIGITAL** TRANSITION, WHILE RESPECTING **ETHICS, BASIC HUMAN RIGHTS** AND **THE ENVIRONMENT**

FAYAT ÉNERGIE SERVICES VALUES

Our corporate culture is built around a set of essential principles shared by Fayat Énergie Services employees and which guide their behaviours as they carry out their duties.

These core values nurture the company's vision to ensure its sustainability and development while upholding its social responsibility.

"I RESPECT THE VALUES TO WHICH I AM COMMITTED, NOW MORE THAN EVER: AUTONOMY, COMMITMENT AND COURAGE OF THE MEN AND WOMEN WITHIN OUR COMPANIES."



Clément FAYAT
FOUNDER

AUTONOMY

(and not independence) Which goes hand in hand with the responsibility of each of us and our loyalty.

COMMITMENT

As a service profession, the quality of our services depends on the state of mind of our employees and their commitment.

COURAGE

Spirit of enterprise and innovation.

TRANSPARENCY

In our management methods.

TRUST

Within the hierarchical structure (with the right to make mistakes) and between the companies in the Division.

SOLIDARITY

Because together we are stronger.

RECOGNITION OF OUR COMMITMENTS

Recognition of the commitment of Fayat Énergie Services to corporate social responsibility requires several certifications, evaluations and voluntarily signing recognised charters:

WE SUPPORT THE GLOBAL COMPACT

Since 2020, the Fayat Énergie Services Division has supported the UN Global Compact CSR-In-Action initiative and its ten principles on human rights, labour standards, the environment and anti-corruption.

See all our professional certifications and qualifications:

Find out more

COMPLIANCE

Within the Fayat group compliance is managed at three levels:

-The first is at Fayat group level.

-The second is at Fayat Énergie Services level and finally

-The third is at the level of each company in the division.

ETHICS

Following the updating of the ethics charters and whistleblowing procedures started in 2023, this continued in 2024, reaching 19 new ethics charters and whistleblowing procedures. Internal ethics audits, conducted by the compliance department, which also started in 2023, ended during the first half of 2024.

In addition, a new compliance procedure has been created to govern the management of conflicts of interest, bringing the number of specific compliance procedures to four. As a reminder, the three previous procedures concern the evaluation of third parties, partnerships (patronage and sponsorship) and event management.

In terms of figures, the following applied in 2024:

-910 third parties were evaluated.

-1367 employees were trained in the Sapin II law.

-652 employees took the refresher course for this information. In fact all employees who completed their training more than two years ago are required to take the refresher course.

-50 partnership applications were forwarded to the compliance department.



I would like to find out about the charter

INFORMATION SYSTEMS SECURITY (ISS)

The year 2024 was marked by the integration of a new focus area within compliance: information systems security (ISS). As with ethics and data protection, each company in the Fayat Énergie Services division has appointed an ISS representative, thus creating a network of 15 ISS representatives. A massive training campaign was launched for all employees in the Fayat Énergie Services division, for learning how to respond correctly to phishing attempts. Since then, all new employees are required to complete this training when they join, as with the Sapin II training.
Since then, all new employees are required to complete this training when they join, as with the Sapin II training. The number of employees trained in ISS over the course of 2024 was 7054. This training was accompanied by the rollout of the Phish Alert Button in all inboxes, enabling employees to notify the relevant security teams of an incident with a single click. In order to evaluate the performance of this training and the rollout of this tool, regular phishing tests are conducted with employees. At the documentary level, 14 companies in the Fayat Énergie Services division have updated their IT charter and an external information systems security policy has been established by the Group Information Systems Security Manager (RSSIG) to, among other things, address the numerous requests from our external partners.

DATA PROTECTION

The main topics relating to ISS have been integrated in the GDPR committees insofar as some may also concern personal data. New document templates have been established and made available to GDPR officers. Finally, following up on the internal audits carried out by the compliance department in 2022, a focus was placed on the progress of the action plans established following the audits.

This network of all officers (ethics, GDPR and ISS) meets regularly with the Division's compliance manager, and regular communications on current topics relating to compliance are published on the Fayat Énergie Services intranet.

8
ETHICS COMMITTEE MEETINGS WITH THE ETHICS OFFICERS IN 2024

6
GDPR COMMITTEE MEETINGS WITH THE GDPR OFFICERS IN 2024

6
ISS COMMITTEE MEETINGS WITH THE ISS OFFICERS IN 2024

MAKING **OUR CUSTOMERS** HAPPY, LISTENING TO **THEIR NEEDS** AND THOSE OF **OUR OTHER STAKEHOLDERS**

Fayat Energie Services considers that listening to its stakeholders, taking their needs into account and talking with them is key to its activities and decisions.

EXAMPLES OF STAKEHOLDER'S NEEDS	**Information on the CSR strategy and actions taken, etc.**	**Service quality, overall performance, innovative solutions, etc.**	**Quality of life at work. Social dialogue. Quality of candidate experience, Digital, etc.**
STAKE HOLDERS	ALL	CUSTOMERS	EMPLOYEES, REPRESENTATIVE BODIES, FUTURE EMPLOYEES
EXAMPLES OF FAYAT ÉNERGIE SERVICES INITIATIVES	Internal and external communications on the CSR report and on the Global Compact's Communication on Progress (CoP). CSR headings on our websites, digital libraries, company brochures, etc.	Company Certifications and Qualifications. Innovative, sustainable offerings, see p. 12. Customer satisfaction and claim handling process, etc.	Cultivating social dialogue with representative bodies. Digital platform "AI'in" for greater employee autonomy in their housing requests. Surveying user satisfaction of the information system, etc.
FOCUS 2024	An awareness campaign, in the form of dedicated talks, was organised on all construction sites and other sites in the Grand-Ouest area with the aim of involving all employees in the CSR strategy and the actions carried out.	Participation in working groups and other prevention meetings organised with our customers to exchange best practices in prevention, identifying solutions for improvements, and producing practical prevention guides, etc.	Obtaining the “HappyIndex® Trainees and HappyIndex® Trainees Alternance” label, a mark of recognition of our Division's standing among the best companies to work for, celebrating our efforts to create a stimulating, inclusive and enriching work environment, particularly for interns and work-study students.

EXAMPLES OF STAKEHOLDER'S NEEDS	**Partnerships, corporate involvement with schools and their students, etc.**	**Announcing job offers and taking part in inclusion initiatives as close as possible to regional areas, private or public employment initiatives, etc.**	**Taking part in various information, employment and best-practice sharing events held by the industry or professional assocations, etc.**
STAKE HOLDERS	TRAINING STRUCTURES	EMPLOYMENT STAKEHOLDERS	TRADE UNIONS AND PROFESSIONAL ORGANISATIONS
EXAMPLES OF FAYAT ÉNERGIE SERVICES INITIATIVES	Joining our partners at events such as hackathons, panels (candidate selection, exams, awards, etc.), presentations of the company and its business lines, HR coaching etc.	Participation in various employment forums and "job dating" in the regions where Fayat Énergie Services operates. Member of the "Companies Taking Action" community, a movement of companies that are committed to bringing about a more inclusive society.	Participation in governing bodies, congresses, professional forums, working groups, and peer exchanges, etc.
FOCUS 2024	Involvement of Fayat Énergie Services, through its subsidiaries Fayat Power and ERS alongside players in the electricity network sector, notably RTE and ENEDIS, in the “Electricity network energy transition schools” programme which aims to anticipate the skills needed in this rapidly changing sector, while promoting employability and professional integration.	Participation in the 2024 edition of the “Economic Inclusion Summit” event, which brings together all the key inclusion stakeholders to debate, innovate, provide solutions and promote inclusion and diversity in the professional world.	Participation in the "Self-monitoring of networks" working group of the GRAIE (Research, Technical Coordination and Water Information Group), which brings together and connects stakeholders in water management, aquatic environments, and urban planning to improve water management practices.

EXAMPLES OF STAKEHOLDER'S NEEDS	**Company membership, support for initiatives, skills-based volunteering, sponsorship, and patronage.**	**Responding to requests from the media and the specialist press, etc.**
STAKE HOLDERS	ASSOCIATIONS	MEDIA AND SPECIALIST PRESS
EXAMPLES OF FAYAT ÉNERGIE SERVICES INITIATIVES	Membership of the "FACE" (Foundation for Action Against Exclusion) business club and participation in various initiatives. Sponsorship of sports clubs and of amateur and professional sportsmen and women in the regions where Fayat Énergie Services operates + Donations, etc.	Publication of articles in the specialist press. Taking part in conferences. Highlighting innovations or role models, etc.

FOCUS 2024

Interview with Kamel AMARA, Deputy Director of Human Capital, published in the magazine Flottes Automobiles, entitled "Fayat Energie Services, Objectif Décarbonation >", which details the measures taken by the company to decarbonise the mobility of its employees through the measures taken in its Employer Mobility Plan and the transitioning of its vehicle fleet to low-emission vehicles.

Find out more

PILLAR II

REDUCING OUR IMPACT ON THE ENVIRONMENT

OUR COMMITMENTS:

04 WORKING TOWARD **DECARBONISATION** AND **TACKLING CLIMATE CHANGE**

- THE DECARBONISATION STRATEGY
- CARBON FOOTPRINT
- INITIATIVES TO REDUCE GHGS

05 LIMITING **OUR CONSUMPTION OF RESOURCES** AND HELPING TO **PROTECT BIODIVERSITY**

- SAVING ENERGY
- CIRCULAR ECONOMY
- PROTECTING BIODIVERSITY

06 PROMOTING **RESPONSIBLE PURCHASING**

- RESPONSIBLE PURCHASING STRATEGY
- THE SUPPLIER RELATIONS AND RESPONSIBLE PURCHASING CHARTER
- THE SOCIAL AND SOLIDARITY ECONOMY

THE DECARBONISATION STRATEGY

INTERVIEW WITH JEAN-CLAUDE FAYAT, CHAIRMAN OF THE FAYAT GROUP JOURNAL CHANTIERS DE FRANCE

Can decarbonisation be a selection factor?

We didn't wait for decarbonisation to be the key focus of Intermat 2024 to understand the importance of measuring the carbon footprint of the road industry. We have been aware of this issue for a long time and we consider it to be a factor in development, by offering products that consume less energy and emit fewer greenhouse gases. Apart from our personal convictions, we were convinced of the business opportunities. Our R&D approach has not in fact fundamentally changed. We are even seen as proactive, often ahead of the demands of our customers and our customers' customers, with solutions that remain marginal because they are more expensive.



Jean Claude FAYAT
CHAIRMAN

What measures do you propose for encouraging them to invest in these innovative solutions?

The main challenge of decarbonisation is dealing with hardline opponents. There are no perfect solutions, other than halting all activity and thus eliminating energy consumption. I don't think our societies are ready to accept degrowth. I am more in favour of the carrot than the stick. I believe that incentives, such as grants for these sustainable technologies or bonuses for completing zero-emission projects, would be more effective than yet another new regulation. I reiterate: decarbonisation will not be free. There will be a price to pay. It will also require changes in our behaviour. I think that those who think otherwise are mistaken. We will have to agree to contribute to paying the costs of decarbonisation. This means paying more for the work carried out with these low-carbon solutions and being ready to make compromises on the investments to be made.

FAYAT NOW: THE FAYAT GROUP'S DECARBONISATION STRATEGY

During the annual presentation of the Fayat Group companies' accounts, Jean-Claude Fayat very clearly expressed our Group's commitment to decarbonisation and set an objective to reduce the Group's emissions by 30% in 2030..
This strategy is coordinated by the Group Decarbonisation Manager, with a Decarbonisation Lead in each Division and a Decarbonisation Representative in each company. This Group strategy is implemented by each Division, and all Fayat Énergie Services companies are integrated into it. Quarterly meetings are held between the holding company and the Divisions, and then with the companies' Decarbonisation Representatives.
Action had previously been taken, but under this new Group initiative, the aim was to create a joint method with zero-point data collection and consolidated carbon footprint measurement at the end of 2022, and then calculation of Greenhouse Gas emissions (GHG) in 2023 and 2024.

THE GROUP'S STRATEGY IS BUILT AROUND THREE THEMES WITH A VIEW TO REDUCING ITS GHG EMISSIONS AND CONTRIBUTING TO A DECARBONISED ECONOMY:

TAKING ACTION

Pursuing and rolling out the initiatives already adopted in each of the Divisions.

Reducing emissions from our installations (sites, factories, offices).

Offering low-carbon products and solutions that contribute to reducing our emissions and those of our customers.

RAISING AWARENESS AND ENCOURAGING BUY-IN

Creating a common vision and a shared knowledge base.

Securing firm commitment from our in-house teams and stakeholders, going beyond mere support.

MEASURING AND MANAGING

Assessing the Group's carbon footprint each year.

Defining the objectives, trajectories and related action plans.

Driving performance and measuring success.



Involvement at the highest level at Fayat Énergie Services

it was during the june 2024 codir meeting, chaired by laurent fayat, that in addition to the strategic points and issues of the day, codir members participated in the continuation of the climate fresco, the "atelier2tonnes". this immersive workshop actually allows us to envision the future and understand the ambitious individual and collective efforts required to reduce the average french person's carbon footprint from 10 tonnes today to 2 tonnes by 2050, if we are to succeed in our ecological transition. the role of business is fundamental for this transition. by actively involving itself in the actions of the fayat now decarbonisation plan, fayat énergie services management is demonstrating its active involvement as a stakeholder in the energy and digital transition.

CARBON FOOTPRINT

Through their decarbonisation representatives, all companies within the Division have been involved in calculating their carbon footprint across scopes 1, 2 and 3 for the 2022 financial year, which is the first important step in getting a better understanding of our emissions.

Scope 1

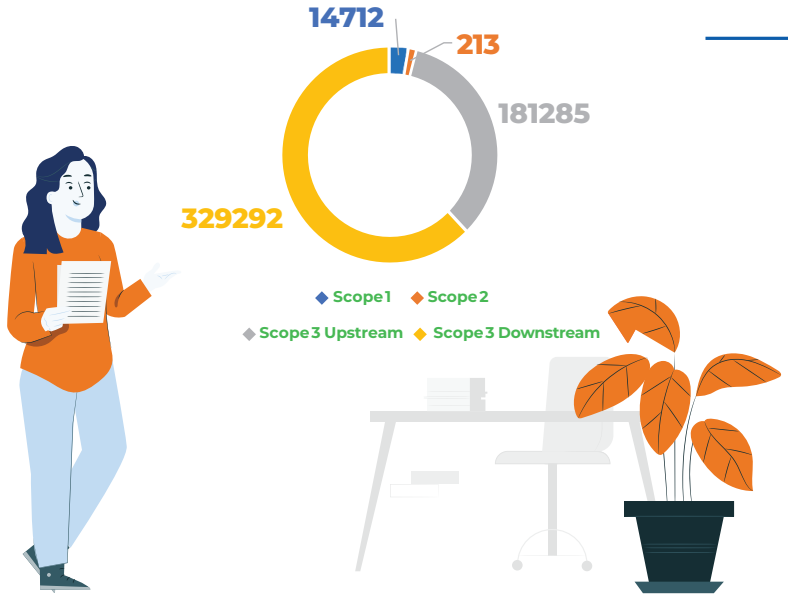
Includes greenhouse gas emissions directly linked to the operation of our activities and the use of company equipment, in particular our service, utility and company vehicles.

Scope 2

Represents the emissions resulting from electricity consumption in our buildings.

Scope 3

Includes all other greenhouse gas emissions not directly linked to the manufacture of our products, but to other stages of their life cycle (supply, transport, use, end of life, etc.). For example, manufacturing a product requires raw materials. The extraction of those raw materials, their transformation and transport to the production plant, involves the emission of greenhouse gases. Similarly, for all products that consume energy during use (such as lighting), it is appropriate to include in scope 3 the total emissions generated by energy consumption throughout the product's entire lifecycle. This classification may seem a little technical, but it allows us to take into account a product's entire value chain. Understanding this is useful for meeting customer expectations and for effectively addressing the Fayat Group's emissions. For example, reducing a building's emissions which are counted in the Fayat Group's "downstream scope 3", will directly impact the customer's scopes 1 and 2. The majority of emissions from the Division's activities are concentrated in "scope 3".



Carbon footprint projects

Whether it's using the SERCO$_2$ (SERCE Tool) solution or the NOOCO (NOOCO start-up tool specialising in the construction industry) solution, which are two tools that have been developed to align as closely as possible to the specifications of our business lines, we are better able to assess the carbon footprint of future construction sites, identify the potential levers for reducing our carbon footprint, and as a result offer our customers solutions for reducing environmental impact (see below).

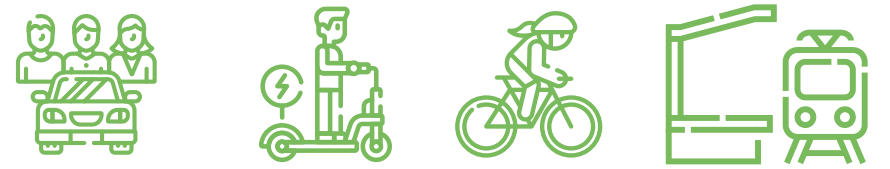
SERCO$_2$ Créez votre bilan GES personnalisé

nooco A deepki Solution

INITIATIVES FOR REDUCING GHG EMISSIONS

EMPLOYER MOBILITY PLAN (PDME)

Fayat Énergie Services has established the framework and the terms of its Mobility Plan for structuring its activities by taking into account the impact on commuting and business travel, to change individual and collective behaviours to travel less and more efficiently by using mobility solutions that are more environmentally friendly, active and shared. This plan seeks to promote the use of modes of transport other than private cars, such as public transport, cycling, carsharing, and reducing travel by car.

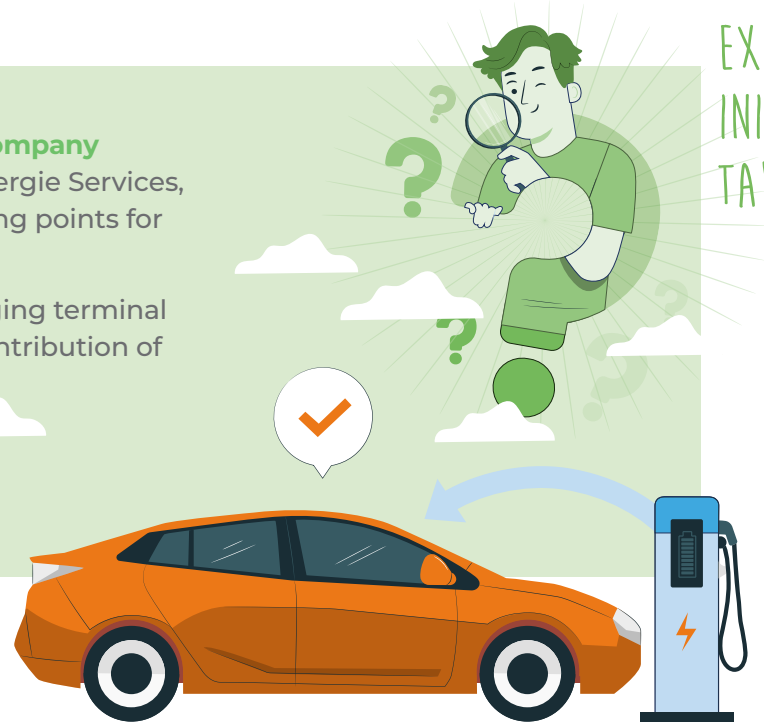


EXAMPLE OF INITIATIVES TAKEN IN 2024

Home electrical charging terminals: a helping hand from the company

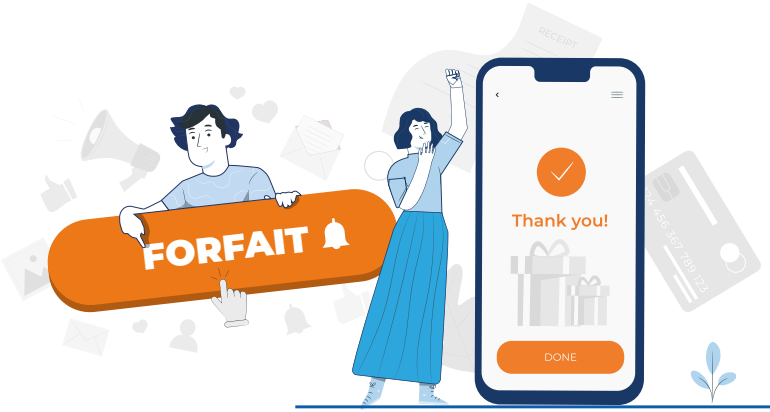
Beyond the installation of charging stations on its sites, Fayat Énergie Services, with its company NXO, promotes the installation of home charging points for electric vehicles.

>Employees who provide an invoice for the installation of a charging terminal and meter by an approved installer are eligible for a company contribution of €500.



SUSTAINABLE MOBILITY SUBSCRIPTION

The Sustainable Mobility Subscription aims to encourage employees to use so-called "gentle" transport to get to work, such as carsharing, public transport, cycling, etc. These "sustainable" journeys are recorded by employees on the Ireby (Transway) digital platform, allowing them to accumulate points from their journeys, which are then converted into vouchers or gift cards that can be spent with partner brands of the Ireby solution.



In 2023, 95,613 km were travelled using sustainable mobility, broken down as follows:

MOBILITY TYPES					
IREBY					
TOTAL	38,100KM	38KM	242KM	19KM	57,214KM

MAKING OUR VEHICLE FLEET GREENER

Fayat Énergie Services is pressing on with its strategy to make its vehicle fleet of 1,026 vehicles greener, 48% of these being clean vehicles and 4% being 100% electric vehicles. The utility fleet is made up of 1,279 utility vehicles and 102 heavy goods vehicles. Currently, 5% of these are electric vehicles, primarily in the specialist vehicle (Zoe, 208) and light utility vehicle (Kangoo) categories. The aim is to increase this to 15% by the end of 2024. The growth of the vehicle fleet brings with it a plan to install electric charging points across our locations, with the availability of more than 40 charging points at the Viry-Châtillon site. This plan will be rolled out in 2025 in order to improve the amenities at our various sites.

MOBILITY CREDIT

Fayat Énergie Services is using mobility credit to encourage its employees to use cleaner transport. This package offers employees who use a company car, or who are entitled to use one, a mobility budget tailored to each person, which offers more environmentally friendly transport or mobility choices.

LOW-CARBON PROJECTS

In addition to the solutions outlined above, in Pillar I in particular, we propose the use in our low-carbon construction sites of:

- Low-carbon techniques (Use of “low-carbon” concrete, trenchless work techniques or reinforced burial cables, recovery of spoil, etc.).
- Hybrid or 100% electric site vehicles (such as platforms, mini diggers, dumpers, etc.).
- Doubling up on freight (combining waste recovery journeys with the delivery of materials).
- Reducing team movements on our sites, and optimising management of vehicles by monitoring engine idling. Limiting employee travel thanks to on-site preparation operations and remote management.
- Using responsible products and services (see commitment No. 6 - Responsible purchasing).



EXAMPLE OF INITIATIVES TAKEN IN 2024

Low-carbon alternatives

With its companies ERS and Gabrielle, Fayat Énergie Services studies and integrates innovative solutions aimed at limiting the environmental impact of construction sites, in collaboration with customers, suppliers and industry partners.

>Building on this experience, quotes now systematically include greener alternatives to encourage responsible choices at every stage of the projects.



AWARENESS RAISING AND TRAINING (IN RELATION TO THE WHOLE OF PILLAR II)

--Carbon footprint training

-Responsible purchasing training

-Eco-driving and driving hybrid vehicle training.

-Practical guides.

-"Environmental emergency" role play (fire, hose leaks, etc.)

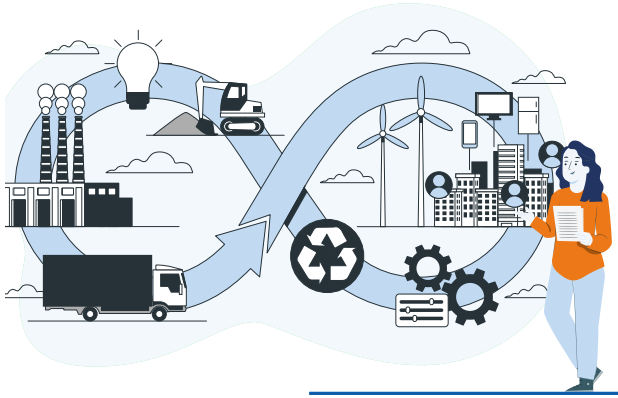
-Awareness raising campaign, talks.

-Mobility Mural.

-Climate and 2 tonne workshop mural

-Eco challenges.

-Etc.



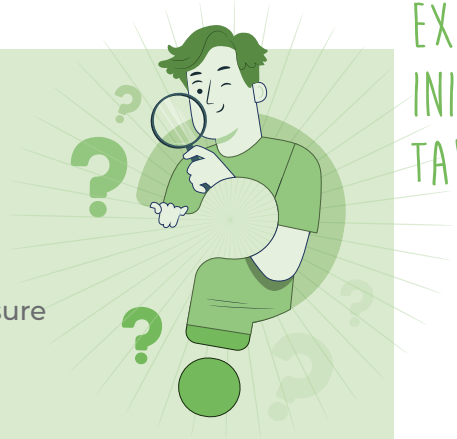
EXAMPLE OF INITIATIVES TAKEN IN 2024

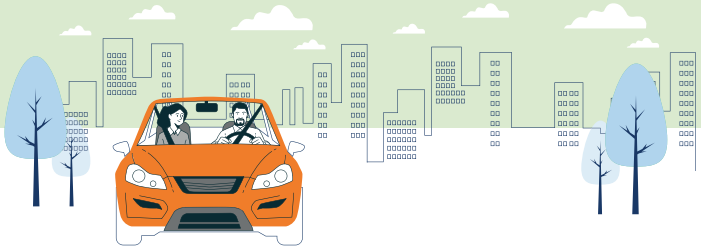
Eco-driving

Fayat Énergie Services provided eco-driving training to all the employees in its company, NXO.

>This face-to-face training course took place over a two-year period and was supplemented by a compulsory e-learning module for all field staff.

>Eco-driving training aims to not only limit the environmental impact, but also to ensure people's health and safety.





ENERGY CONSERVATION

Fayat Énergie Services implemented its Energy Conservation Plan and joined the community of companies committed to energy conservation.

This ambitious plan is based on 3 main areas:

- Anti-waste actions
- Energy performance actions, which are a priority on our owned sites
- Mobility actions



As part of this plan, Fayat Énergie Services has set a minimum target to reduce its electricity (except for electric vehicle charging), gas and fuel consumption by 10%.

Here are some examples of actions taken:

-Adjusting the settings for on-site air conditioning, heating and ventilation: reducing the heating temperature setting in winter to a maximum of 19°C, increasing the cooling temperature in summer to a minimum of 26°C, and reducing the scheduled operating hours for heating and air conditioning.

-Reducing the hot water temperature.

-Encouraging ecologically responsible habits: turning off lights and screens, recycling.

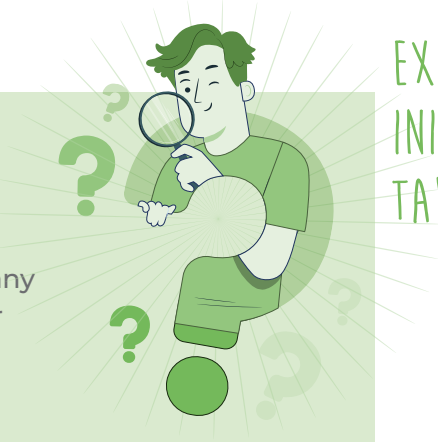
-Banning portable heaters.

THE CIRCULAR ECONOMY



Fayat Énergie Services operates in a circular economy model, predominantly through:

- Responsible purchasing (see commitment no. 6)
- Eco-design
- Responsible consumption
- Reducing waste through the re-purposing and prevention of waste
- Recycling



EXAMPLE OF INITIATIVES TAKEN IN 2024

Equipment lifecycle tracking

Within the scope of its operational service portfolio, Fayat Énergie Services and its company NXO provide lifecycle tracking for equipment and its corresponding software to give their customers visibility on key deadlines (end of sales, support, updates, service, etc.).

>This allows them to anticipate risks that could affect their business activities and allows them to create asset portfolio renewal strategies that optimise sustainability-to-risk ratios.

ECO-DESIGN

Fareco has implemented an eco-design approach for the manufacture of products in the NOVA three-colour traffic light range, an approach that aims to reduce negative environmental impacts throughout the product life cycle. Following the training of around 15 employees from the Study & Research, Production, Purchasing, Trade and Projects & Customer Service divisions on eco-design, the company had its approach evaluated by the certification body AFNOR and obtained “AFAQ eco-design progression” status in late 2021. “AFAQ eco-design confirmed” status was obtained in the summer of 2023, which is proof of the progress that has been made between the two statuses.





Responsible communication

Fayat Énergie Services pays particular attention to its communication so that it is created from an eco-design perspective wherever possible. This covers both digital and printed productions. The following are just a few examples:

-Image compression for email signatures to mark the Division's 30th anniversary.

-The wooden stands for the Fayat Group's kakemonos will no longer be replaced on an annual basis at the structural level. Text and photos are printed on canvas without coloured backgrounds in order to save ink.

-The annual CSR report has been intentionally created with simple graphics. It contains typefaces that use less ink when printed, images are lighter or have been compressed to reduce the digital weight, the use of colours and uniform coloured areas has been scaled back, etc.

Digitisation

Following the implementation of the "e-Career" HR Information System, the "FRED" and "FIGGO" tools (for attendance management and employee leave request), on-site tablets, digital workplace elections and annual appraisals, DocuSign, the creation of an internal and external digital library - which has, in particular, made it possible to reduce the paper printing of sales brochures and other corporate communication media - the digitisation of meal vouchers with the "Swile" card and of payslips with the "my primobox" secure personal space, the "Cleemy" expense report management tool and the allocation of a digital identification number to employees, the digitisation process continued in 2024 with the adoption of the "Fisheye" tool for site audits and testing of the "Kraaft" tool, which digitises construction site files on pilot websites. In addition to reducing paper and ink consumption, the digitisation measures are improving accessibility and information sharing, as well as data security and centralisation for more effective management.

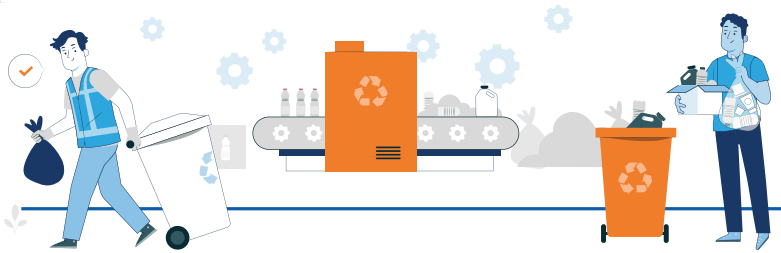


REDUCING WASTE THROUGH THE REUSE AND PREVENTION OF WASTE

An example of this is the recovery of reels by cable operators or specialist service providers, giving new life to used computers, office furniture and other supplies in perfect working order by offering them to charities, etc.



Waste prevention also consists of reducing the consumption of single-use plastic items through, for example, FARECO's provision of a set of eco cutlery designed for lunch breaks, a mug and a cup for new recruits, or a water bottle and cup for Fayat Power, Valiance, Fayat Énergie Services, etc.



RECYCLING

Recycling construction site and office waste by implementing waste sorting processes, and raising awareness on recycling.



2024 EXAMPLE

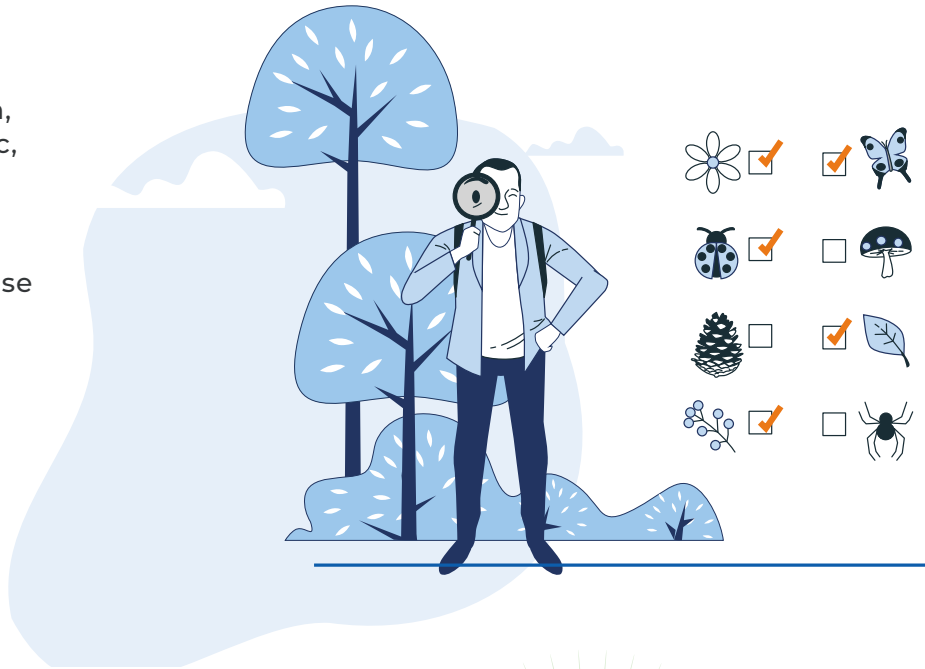
Reuse of site waste and PPE

The non-profit organisation "tri-tout solidaire" promotes waste reduction and the reuse and repurposing of items. fayat énergie services and its company fouchard carry out the sorting of site waste which may be reusable and in good condition (e.g. radiators) to send them to this waste recovery organisation, the first resourcing and recovery type association in western france. fayat énergie services is gradually implementing a solution for recycling personal protective equipment (ppe) together with the disability-friendly company "triéthic", which develops innovative waste recycling solutions. based on the type and condition of the ppe, it is either reused or undergoes raw material extraction so that new products can be manufactured.



PROTECTING BIODIVERSITY

Sustainability challenges are by their very nature inextricably linked, and particularly those relating to the environment. As such, reducing the production of waste, and in particular the use of plastic, helps to better protect biodiversity, especially rivers and oceans. Tackling climate change through the reduction of greenhouse gas emissions helps to reduce loss of land and marine biodiversity. Low carbon techniques also help in the same way, as does the growing use of responsible procurement of eco-labelled products that are more respectful of life, etc.





2024 EXAMPLE

2024 Biodiversity Awards

At the 28th edition of the Salon de AMIF, an event held by the Île-de-France Mayors' Association, Fayat Énergie Services and its company SATELEC received the 2024 Biodiversity Award for its urban redevelopment of Avenue Marcelin Berthelot in the town of Draveil.

>Responsible approach to lighting, taking into consideration the animal and plant species:

.42 lights installed, each equipped with 24 x 43W LEDs.
.Reducing their wattage by 90% on a permanent basis.
.Installing a remote management system for precise adjustments, either remotely or in real time.



Green and blue grids

light pollution disturbs flora and fauna, especially nocturnal species. being conscious of these effects, and in partnership with our clients and other regional development stakeholders, we offer lighting solutions called green or blue grids, which are more respectful of aquatic and land ecology.





Protecting trees

Work carried near trees, in particular plane trees, risks spreading diseases that can threaten these types of trees, such as canker stain disease, which is caused by a fungus. Procedures and preventive measures are implemented alongside awareness raising campaigns for teams relating to good practice (such as disinfecting tools and equipment to avoid spreading pathogens, avoiding causing damage to plane trees, etc.).

PROMOTING **RESPONSIBLE PURCHASING**

RESPONSIBLE PURCHASING APPROACH

The Purchasing Department at Fayat Énergie Services has drawn up its own CSR policy using a roadmap that is used throughout the sector. An action plan has been developed for the following in particular:

-Monitoring the number of subcontractors who have signed our Responsible Purchasing Charter, and analysing orders via disability-inclusive companies.

-Monitoring the supplier payment delay indicator.

-Verifying corporate and financial risks relating to our suppliers.

-Identifying the ethical risks of our third parties.

-Mapping suppliers to support local sourcing.

-Monitoring the CSR approach of our strategic suppliers

-using EcoVadis to evaluate these partners in framework contracts.

-Training purchasing teams on responsible purchasing principles and tools. This is why multiple training sessions were held in 2024.



Find out more

2024 EXAMPLE

Responsible purchasing: eco-recycled catalogue

Fayat Énergie Services and its company NXO offer customers a catalogue of eco-recycled products, based on a circular economy principle which consists of reusing waste, applied here as collection, repair and resale.

>This catalogue allows us to offer customers an alternative to new products in the form of more responsible purchasing, with a material that meets all the requirements, has been repaired and tested by NXO or its partners, with both a guarantee and attractive financial conditions.



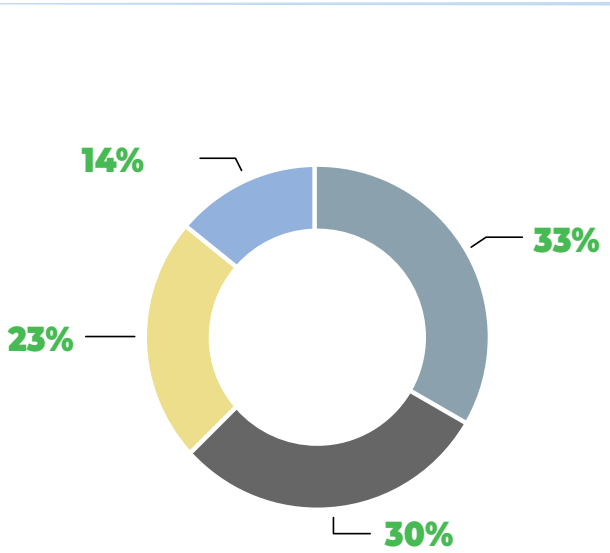
FAVORISER **LES ACHATS RESPONSABLES**

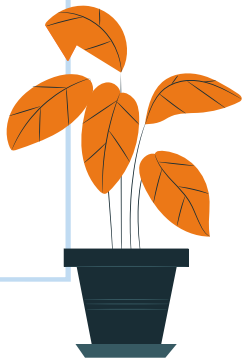
THE RESPONSIBLE PURCHASING CHARTER

Fayat Énergie Services has created a Responsible Purchasing Charter to share its principles on Safety, Labour Law, Ethics and Environment with its suppliers and subcontractors. This charter is included in the framework contracts entered into with our strategic suppliers and is referred to in the Fayat Énergie Services General Terms and Conditions of Purchase. **More than 90% of our subcontractors have signed the Fayat Énergie Services Responsible Purchasing Charter**

REVENUE DISTRIBUTION ACROSS FRAMEWORK CONTRACTS BY SUPPLIER ECOVADIS RATING







SUPPLIER RELATIONS & RESPONSIBLE PURCHASING CHARTER

Fayat Énergie Services has joined the Supplier Relations & Responsible Purchasing Charter in order to demonstrate its commitment to responsible practices in terms of its suppliers, based on:

-Balanced and fair financial relations.

-Taking into account the lifecycle of products in purchase selection processes.

-Distributing our CSR policy to all our stakeholders (internal and external).

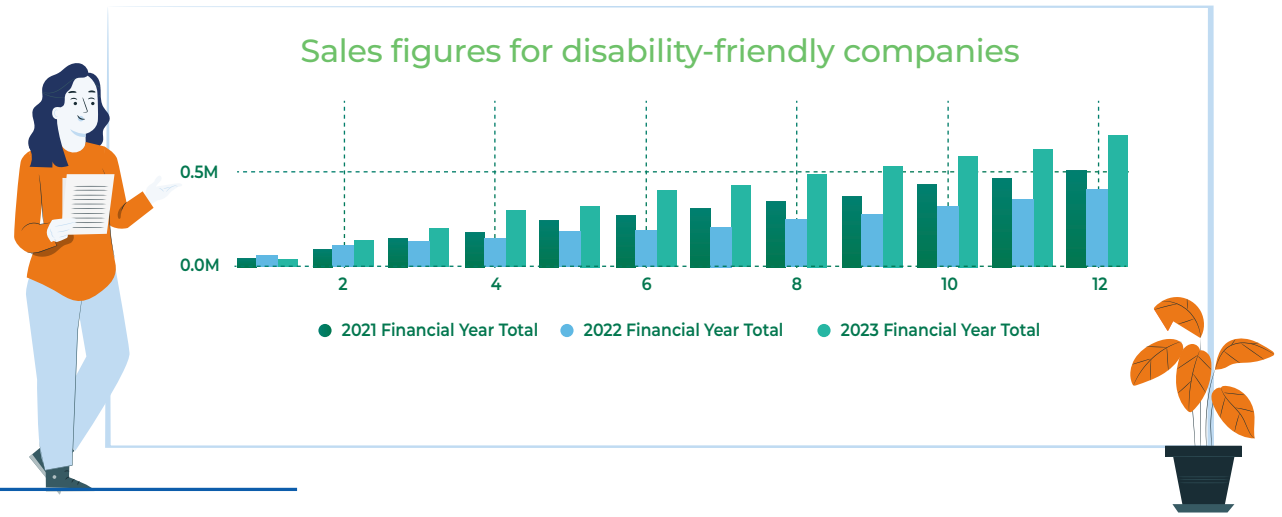
Supplier Relations AND RESPONSIBLE PURCHASING CHARTER SIGNATORY

Find out more

THE SOCIAL AND SOLIDARITY ECONOMY

Fayat Énergie Services supports the Social Solidarity Economy (SSE).

A range of goods and services are purchased from Labour Assistance Services (ESAT) or Disability-Friendly Companies (EA), such as waste collection and recovery, electrical and electronic assembly and wiring services, cabling, printing and packaging, events-related services, green space maintenance, etc.:



PILLAR III

DEVELOPING AND LEVERAGING OUR HUMAN CAPITAL

OUR COMMITMENTS :

07 PROMOTING **DIVERSITY AND EQUALITY AND TURNING THEM INTO AN OPPORTUNITY** FOR THE COMPANY

- PARTNERSHIPS
- TOOLS
- SOCIAL INNOVATION

08 DEVELOPING EMPLOYEES' **SKILLS** AND SUPPORTING **THEIR PROFESSIONAL DEVELOPMENT**

- TRAINING SCHOOL
- OTHER TOOLS

09 IMPROVING **QUALITY OF LIFE AT WORK,** AND ENSURING **THE HEALTH AND SAFETY** OF OUR EMPLOYEES AND PARTNERS

- HEALTH AND SAFETY
- QUALITY OF LIFE AND WORKING CONDITIONS

PARTNERSHIPS

As part of its CSR strategy, and with the firm belief that diversity is a driver of economic and social performance, Fayat Énergie Services promotes initiatives that promote gender equality, support for people with disabilities, social inclusion, and opportunities for young and older people, etc., to help ensure that everyone, regardless of their background or differences, has access to employment and career opportunities. These actions include:

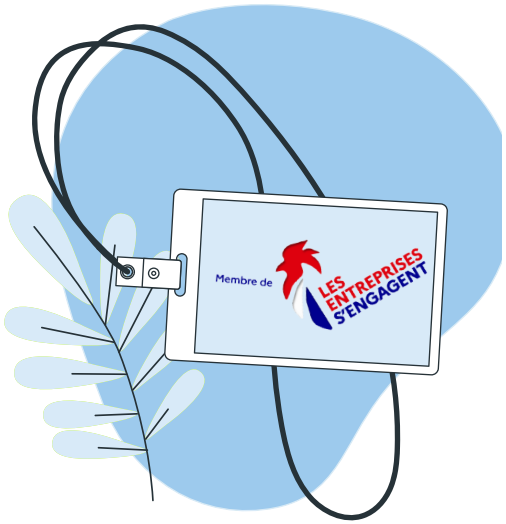
-Forging partnerships with public and/or private organisations/structures working towards this (such as “Committed Companies”, “The Diversity Charter”, “Fondation Mozaïk”, “Elles Bougent” [Women and Girls on the Move], “FACE”, etc.), and taking the lead on joint initiatives.

-Training and empowering managers and employees.

-Examining our practices, assessing them and innovating.



Find out more



THE “COMMITTED COMPANIES” COMMUNITY

In 2018, the French President launched the 10,000 companies plan for inclusion and employability. As part of the roll-out of this plan, Fayat Énergie Services, through Semeru, Satelec and NXO, addressed the needs of its region and acted on behalf of residents of Urban Priority Neighbourhoods (QPVs) by signing the commitment charter for this plan, in the region of Essonne for Semeru and Satelec in 2019 and in the Lyon region for NXO in 2024. Its commitments focused on strengthening its partnerships with inclusion networks to carry out actions across four priority areas: responsible purchasing, discrimination-free recruitment methods, internship offers, and work/study programmes.

This renewed commitment extends right across France today, and falls under the “Committed Companies” banner, which aims to bring together companies across France that are acting for a more inclusive and sustainable society. We are also working on the following topics:

-Inclusive recruitment

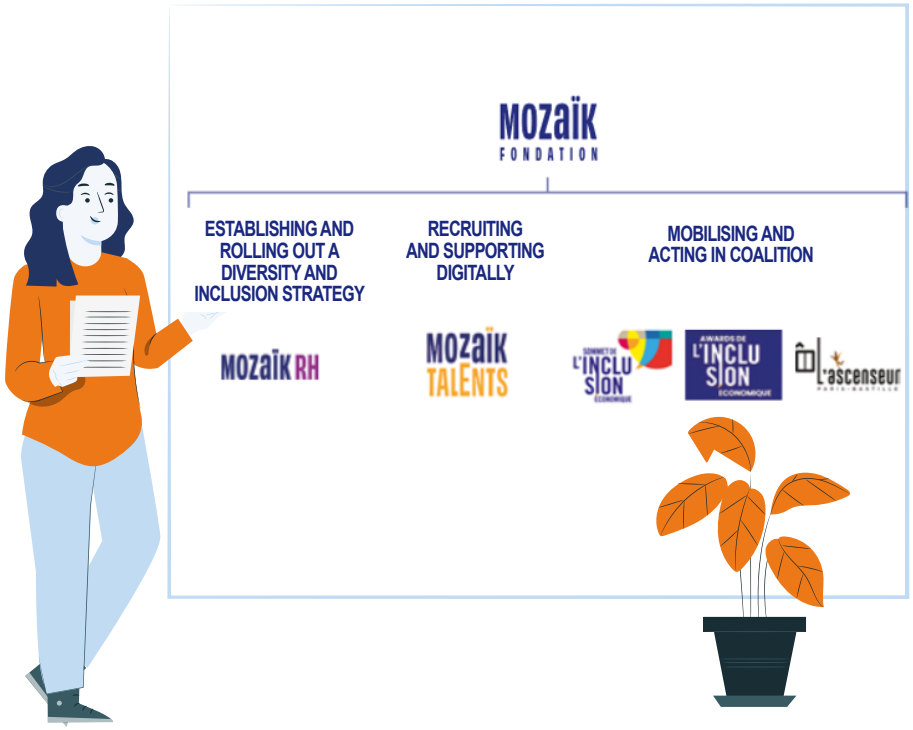
-Responsible purchasing

-Saving energy

-Pledging our support for residents of Urban Priority Neighbourhoods (QPVs), young people, people with disabilities.

THE MOZAÏK FOUNDATION

In 2022, Fayat Énergie Services renewed its partnership with the Mozaïk Foundation, a foundation which supports systemic change to combat employment discrimination and to promote access to entrepreneurship through several levers (see right). Through this partnership, we have participated in the inclusion summit since 2022 – Fayat Énergie Services was the first construction company to take part – and we are receiving support to improve our procedures and tools and train our employees on these issues (also see commitment no. 8).



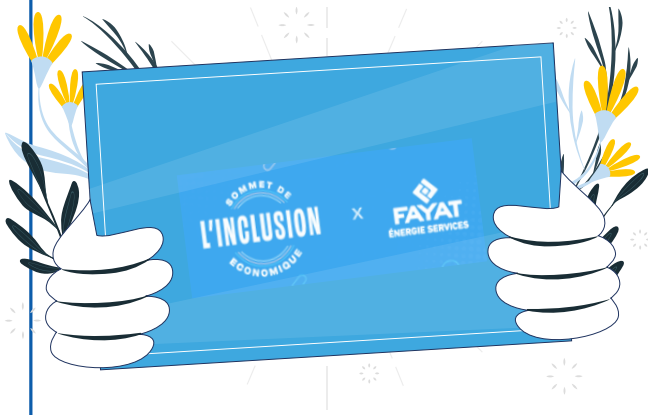
In 2024, Fayat Énergie Services recruited 2,954 people, 488 (16.5%) of whom were from a priority regional area, broken down as follows:

220
residents from an Urban Priority Neighbourhood (QPV)

268
residents living within 300 m of a QPV

The Economic Inclusion Summit

In 2024, for the third consecutive year, Fayat Énergie Services took part in the Economic Inclusion Summit, organised by Mozaïk Foundation, which was held at the French Ministry of Economy and Finance. This summit brings together companies and public and private institutions to promote equal opportunities in accessing employment through workshops, meetings and debates. The theme for 2024 was “Serving France’s cities and communities”.



Find out more

TOOLS

DIVERSITY CHARTER

Fayat Énergie Services, SATELEC, FARECO, CITEPARK, GABRIELLE, CENERGIA, ERS Maine, ERS and SEMERU have signed the Diversity Charter, which formalises their commitment to diversity and equal opportunities.

By signing the Diversity Charter, Fayat Énergie Services pledges, in particular, to raise awareness and train its leaders and managers on the issues of non-discrimination and diversity (see commitment no. 8), to promote the application of the principle of non-discrimination in all its forms in all management practices, to promote diversity within its workforce and at all managerial levels (see the following commitment), and to assess the action taken and progress made every two years.



Find out more

PROFESSIONAL DIVERSITY

In 2023, Fayat Énergie Services signed a partnership with the association "Elles Bougent", whose mission is to attract more young girls to engineering professions, a field they often know little about. The aim of the association is to introduce them to female engineers, known as mentors, a group of female engineers, technicians, or women with a scientific background working within the association's partner companies. Their role is to explain their job and their academic journey, and answer questions from the female secondary school pupils and university students they meet.



A female Managing Director at NXO

Replacing Jean-Maurice Fritsch, Nathalie Magand was appointed Managing Director of NXO and its subsidiaries and, at the same time, established the Fayat Énergie Services Strategic Committee. This appointment shows that workplace gender equality at Fayat Énergie Services can be achieved both in positions of high responsibility and in areas where women are under-represented, such as digital technology.

The Target Gender Equality accelerator

In 2024, Fayat Énergie Services joined the Global Compact's Target Gender Equality accelerator, created in partnership with UN Women. This voluntary six-month programme is available for companies aspiring to structure their gender equality approach, improve their practices and engage with peers on the issue. Thanks to a performance analysis, workshops, and expert advice, we have been able to benefit from tools and identify opportunities which have translated into a dedicated action plan to progress towards greater professional diversity within our Division.

Here are some examples of the related actions:

-Training HR teams and line managers on inclusive recruitment.

-Developing professional networks and coaching on the subject.

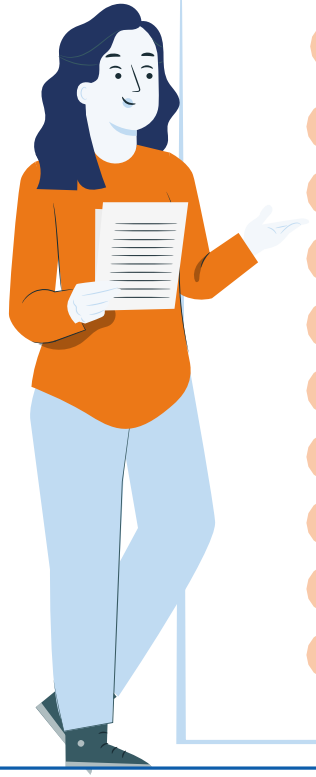
-Adapting equipment (particularly PPE).

-Raising awareness about the need to combat stereotypes and highlight the tools provided.

-Monitoring progress and communication.

-Etc.

Gender Pay Gap Reporting



2021-2024 PERIOD:

COMPANY	2021	2022	2023	2024
SATELEC	77	81	81	77
SEMERU	81	86	82	87
ERS	cannot be calculated	cannot be calculated	cannot be calculated	cannot be calculated
ERS MAINE	cannot be calculated	cannot be calculated	cannot be calculated	cannot be calculated
FARECO	48	45	cannot be calculated	47
FAYAT POWER	cannot be calculated	cannot be calculated	cannot be calculated	cannot be calculated
GABRIELLE	cannot be calculated	cannot be calculated	cannot be calculated	cannot be calculated
VALIANCE	cannot be calculated	cannot be calculated	cannot be calculated	cannot be calculated
FAYAT ÉNERGIE SERVICES	48	81	85	84

between 2021 and 2024
Index for Fayat Énergie Services and Semeru

DUODAY AND OTHER INITIATIVES TO PROMOTE GREATER INCLUSION OF PEOPLE WITH DISABILITIES

Duoday is an annual event that aims to pair up people with disabilities and volunteer employees who welcome them into the company and introduce them to their work and how the company operates. It makes employees aware of diversity in relation to disability at work and also helps them discover new talents. In 2024, Fayat Énergie Services offered placements to several interns at its sites for the sixth year in a row.

SOCIAL INNOVATION

"GAZELLES 4.0" AWARENESS-RAISING PROJECT



At Fayat Énergie Services, innovation impacts all roles, and in 2023-2024, several social innovation initiatives focused on disability:
The "Gazelles 4.0" team project involved organising a morning focused on raising awareness of disabilities using virtual reality at the Dijon office, in partnership with the company Kajuci. Employees were invited to switch places with a person with disabilities. This initiative focused on five different types of disability: autism, hearing impairment, physical impairment, motor impairment and visual impairment. This innovative awareness-raising campaign is likely to be extended to other sites.

THE BLIND FOOTBALL AND CV-FREE JOB DATING INITIATIVE

Together with its various partners, Fayat Énergie Services organised an innovative Job Dating day. This initiative combined a morning of awareness-raising on visual impairment through a blind football activity (an adaptation of football for blind or visually impaired participants) with an afternoon of CV-free recruitment. This recruitment approach focuses on the candidates' skills and personal qualities, expanding opportunities - for instance, in work-study programmes - to applicants who might not have been selected based solely on their CVs.



"FEMALE ENGINEERS" PROGRAMME

The "Female Engineers" programme has partnered with FIPA [Apprenticeship Innovation Foundation] to encourage girls to explore careers in technical and scientific fields (see commitment no. 10).

COMMUNICATING IN A MORE INCLUSIVE WAY

Fayat Énergie Services pays particular attention to its communication to ensure it recognises and reflects the diversity of its staff and avoids bias and discrimination. The following are just a few examples:

-Using inclusive visuals that reflect diversity and inclusivity.

-Subtitling of communication videos.

-Using gendered language (feminine or masculine) for job titles and positions of current or prospective employees.

OTHER MEASURES

Other measures related to education, training and provision of tools (also see commitment no. 8)



In 2020, an "Inclusive Management" course was added to the training curriculum for business leaders, allowing managers to identify and develop performance levers and best practices on managing diversity and combatting discrimination. This was then extended to all management training, from top management to construction management. Since 2022, all managers trained by the Fayat Énergie Services Training School have been educated on diversity and non-discrimination. Since 2024, an "inclusive and non-discrimination recruitment" training course has been introduced for all HR staff and managers with a role in the recruitment process.

To support them in this on a daily basis, they have been provided with two guides:

-A reminder of the "Fundamentals of the Manager" at Fayat Énergie Services.
-A guide containing solutions and best practices for implementing strategies within their areas of influence to attract, recruit, and retain diverse talent.

Other training, such as "Implementing a disability policy" and "Sexism and bullying" was conducted in 2022. Today, the entire HR department receives training on these two areas, which are also mandatory for all new HR employees.

DEVELOPING EMPLOYEES' **SKILLS** AND SUPPORTING **THEIR PROFESSIONAL DEVELOPMENT**

TRAINING SCHOOL

The Fayat Énergie Services Training School was set up in 2019 to meet economic and managerial challenges while taking account of the company's social and environmental concerns. The school is a set of systems that allows the development and validation of employee skills through training provision for all, as well as certified training courses in partnership with external (Neoma Business school, Moortgat, Formapelec, etc.) or internal (Satelec, Valiance and Fouchard training centres) benchmark training organisations. In particular, it offers courses in Management and Personal Development, Law (e.g. Ethics), Health and Safety, Environment (e.g. eco-design, carbon footprint, responsible purchasing), Human Resources (e.g. non-discrimination, disability policies, sexism and sexual harassment, etc.), Software & IT tools.





SKILLS AND CAREERS: HIGH-LEVEL ENGAGEMENT

One of the challenges facing Fayat Énergie Services is to recruit 3,000 employees by 2025. In order to overcome this challenge in a highly competitive environment, Fayat Énergie Services is making a change, aiming to attract, recruit and retain people from diverse backgrounds (see engagements no. 7 and no. 10). The Fayat Énergie Services Training School is supporting this change, in particular by providing training on the inclusive recruitment of potential employees. The Strategic Committee has led the way by inviting the General Manager of Mozaïk's HR Department to deliver a teaching programme in March 2023. Following this, the HR Department received training with dedicated modules, as did all line managers.

Just like other companies working towards energy and digital transformation, Fayat Énergie Services is facing several challenges that are naturally impacting its business lines and activities: climate change, artificial intelligence and resource scarcity. Alongside companies including Bouygues Construction, Veolia, Air France and Orange, the Human Capital Department at Fayat Énergie Services has been asked to take part in a study on the evolution of business lines and skills in the face of these contemporary challenges.

MANAGEMENT COUCSRS

Management + Responsible programmes at the heart of our strategy

> "THE MANAGERIAL SKILLS PACKAGE IS PART OF THE FAYAT ÉNERGIE SERVICES DIVISION STRATEGY"

Our company is constantly evolving and the relationship to work is changing, which affects managers in their role, approach and ability to adapt. A manager must be inspiring, motivating, exemplary, honest. We talk about agile and hybrid managers, and today, about responsible managers. They must balance three objectives: performance, workplace well-being, and social responsibility. In our company, a manager is the decision-maker, they are responsible for creating the conditions for their team to perform. However, a manager does not have all the answers or the skills to perform this critical role whilst upholding our CSR commitments. It is not innate, which is why they need to be trained! The Fayat Énergie Services Training School is addressing this need by offering solutions to acquire, develop and fine-tune their managerial skills.

Our training has been developed by:

-Drawing from our competency framework.

-Drawing inspiration from our CSR Policy and our values with high-quality, reputable partners that issue certifications and labels.



Kamel AMARA
ASSISTANT MANAGING DIRECTOR
OF HUMAN CAPITAL

CERTIFICATION COUCSRS

The Training School supports managers throughout their career through:

-Certification courses.

-Partnerships with reputable training organisations.

-Modules to develop the individual skills outlined in the common framework and tailored to meet the role's required level of proficiency.

Since its creation, the Fayat Énergie Services Training School has aimed to offer employees certification training courses recognised by our various partners (customers, training and employment organisations). This requirement demonstrates that Fayat Énergie Services wants to invest in its human capital, develop its skills, and share in the quality of the organisations and training chosen. It offers employees the chance to be part of a dynamic and recognised training course, an additional benefit that supports them in their careers.



OTHER TOOLS

Other tools to develop employees' skills and professional development.

The Talent Review

Fayat Énergie Services conducts an annual staff review called the "Talent Review". This talent review is carried out for all permanent employees regardless of age or qualifications. It helps to define potential career development opportunities for each employee and the methods to support them in their development and progression (such as training, support, coaching, etc.).

The "e-Career"

Employees of Fayat Énergie Services have access to "e-Career" (HRIS), a skills development tool, where they can find, in particular, the training catalogue, their training and mobility goals, the objectives of their role, their annual reviews and professional appraisals.





IMPROVING **QUALITY OF LIFE AT WORK,** AND ENSURING **THE HEALTH AND SAFETY** OF OUR EMPLOYEES AND PARTNERS

HEALTH AND SAFETY

Fayat Énergie Services has been developing a preventive approach for several years. It is facilitated in the various companies by a network of QHSE managers and facilitators. Their mission is to lead the Quality, Health & Safety, Environment (QHSE) management system, provide expertise and advice on QHSE topics, and support management and operational teams, particularly in Occupational Health and Safety (OHS). This approach has gained several Health & Safety certifications. (See right).

The Health & Safety culture is developed at all levels of the company: OHS policy and fundamentals, seminars, management reviews, monitoring objectives, communicating OHS roles and responsibilities at the various managerial levels, conducting risk analyses and communication, safety briefings, first aid and safety training, protective equipment, emergency drills, safety "quarter-hour" sessions, safety challenges, safety days, etc.



See all our professional certifications and qualifications

Find out more

SAFETY AT THE HEART OF OUR COMMITMENT: FEEDBACK ON THE 2024 SAFETY DAYS

Safety is a key issue in our business, and autumn 2024 represented a new milestone in the commitment of our ERS, Satelec and Semeru subsidiaries towards strengthening the on-site safety culture. Through dedicated days, our teams took part in interactive and immersive workshops, reminding them how important it is to be vigilant and apply best practices in order to guarantee safe working environments. Satelec, a Fayat Énergie Services subsidiary, organised two impactful safety days. The first offered practical workshops led by the company Cliema, featuring in particular an immersive experience with a road risk simulator, a virtual reality simulation of electrical risks, and a brainstorming session on fall prevention. These workshops allowed each employee to proactively take part in training about everyday hazards on construction sites.

On the second day, 9 October 2024, a "Stop Safety" meeting highlighted new safety requirements, particularly involving electrical risks, working at a height, and material-handling in order to maintain rigorous practices.

In the Semeru offices in Rungis and Bonneuil, the safety day provided an opportunity to roll out the DIGISAFE platform, which continues to support our teams with the aim of moving towards zero accidents. Through these interactive activities, our employees enhanced their understanding of safety procedures and reinforced their commitment to making safety a daily priority.

Find out more

PREVENTION IS AT THE CORE OF OUR STRATEGY

VigiLink application

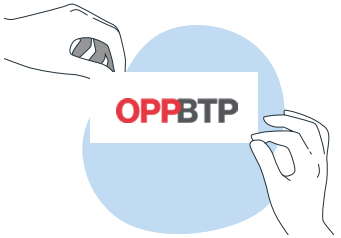


The vigilink tool, resulting from a redesign of the fisheye tool, was launched in 2024 to support employees in their daily work. this tool allows for reporting information, conducting site visits, and facilitating safety briefings. thanks to its offline mode, it remains operational in not-spots (basements, sewers, etc.). the findings and reports are transmitted in real time to the qhse department for analysis and processing alongside the management team.

Stop, Think, Observe approach

Fayat Énergie Services, through its companies Fayat Power, ERS, ERS Maine and Gabrielle in particular, has adopted the Stop, Think, Observe (STO) approach. This key approach aims to observe and analyse work situations with a view to identifying risks before they materialise. This observation time allows teams to take a moment to step back, analyse the situation, discuss and address any potential risks.

Prevention strategy with the OPPBTP [Professional Organisation for Prevention in Construction]



In July 2023, Fayat Énergie Services and its subsidiary Satelec embarked on a prevention and progress strategy in partnership with the Professional Organisation for Prevention in Construction (OPPBTP).
The OPPBTP has developed tailored support for major companies that consists of implementing company initiatives such as gold standards for management and for people on the ground, new training such as leadership, safety behavioural visits, analysis of the root causes of an incident, and annual electrical risk assessments for employees with electrical certification, and providing them with electrical certification training.

Prevention and safety on the road



For several years, Fayat Énergie Services has taken part in the "Nationwide employers road safety appeal" including the 2023 edition of Road Safety at Work days, and has pledged to comply with the "7 commitments to make roads safer":

1-We will limit telephone conversations whilst driving to emergencies.

2-We will not tolerate drinking and driving.

3-We will wear a seatbelt.

4-We will not tolerate speed limits being broken.

5-We will factor in rest breaks into journey times.

6-We will encourage road safety training for our employees.

7-We will encourage motorcyclists and scooter riders to be better equipped.

As part of this event, and all year round, several awareness-raising sessions have been organised, including: "Checking your vehicle before setting off", "Telephones and Driving", "Driver Fatigue" and "The Highway Code", etc.

Testimonials and feedback

Feedback on safety is an essential component of prevention strategies, and it is given to employees in different ways and formats, such as “safety news flashes”, in order to share good practices following an analysis of accidents that happened or near misses. in 2023, one of the innovative actions taken by fayat énergie services and its subsidiaries ers, ers maine and gabrielle was conducting video interviews with employees who had been in a workplace accident so that they could share their experience with colleagues and share the lessons learned with as many people as possible.

Enhancing the safety of temporary employees

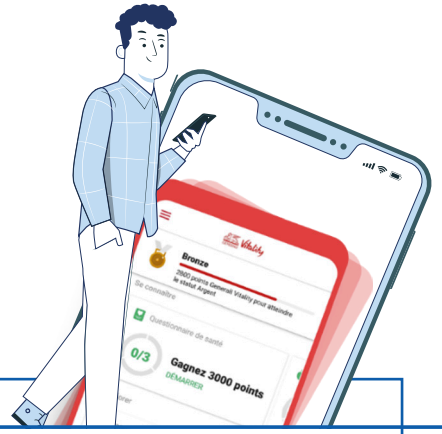
Fayat énergie services has reinforced its contractual obligations with temporary employment agencies regarding the safety of temporary employees through the contractual obligation to hold a temporary safety passport (pasi), which is issued following training on the fundamental requirements of a construction site. construction site evaluations and audits will be carried out in order to monitor its correct application.

Organisation of workshops and webinars with the occupational health specialist

In 2023, for example, the mobility department, in collaboration with the occupational health specialist, organised safety workshops for all its employees (commuting, road accidents, manual maintenance) and webinars on various issues (e.g. conflict management, relaxation therapy, etc.).

Use of fully electric vehicles

Our construction sites have increased their use of fully electric vehicles, which allows us to be more respectful of the environment (see commitment no. 4) and also more aware about safety. By using equipment that operates without greenhouse gases, we can improve the quality of the air on site for employees and local residents. Furthermore, electric engines are quieter than diesel engines and they help to reduce noise pollution on site, which helps to improve working conditions for employees and reduce noise disturbance for local residents.



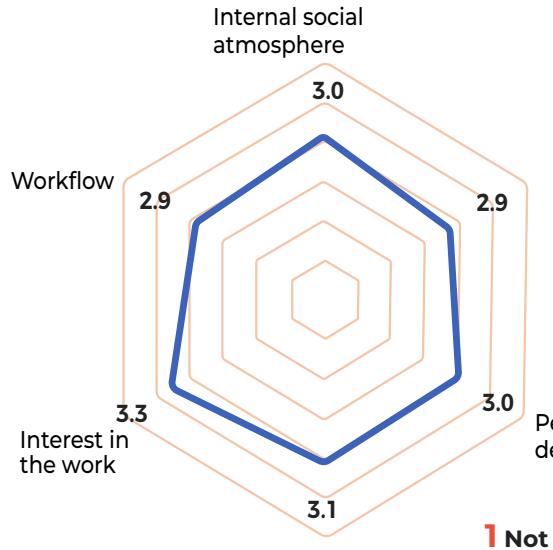
The “GENERALI VITALITY” programme

In 2022, Fayat Énergie Services signed up to Vitality, which is offered by our health partner Generali, in order to provide its employees with an innovative prevention service that helps them to adopt healthy life habits (physical activity, nutrition etc.) whilst earning a range of rewards. The aim of the programme is to support prevention for all, and to encourage the idea that **well-being is achieved on a daily basis.**

QUALITY OF LIFE AND WORKING CONDITIONS

At Fayat Énergie Services, the company's collective performance goes hand in hand with improving employee working conditions and their quality of life at work. A remote working charter was established in 2018 to encourage the idea of adapting work to social and employee health issues. The charter was revised in 2022 to include feedback on remote working during the health crisis and to adjust the methods of implementing remote working in line with employees' expectations. To measure this, Fayat Énergie Services created a "Well-being At Work" survey, which is based on six aspects of quality of life at work (work/life balance, internal social environment, personal development, physical working conditions, interest in the work, workflow), and is included as part of annual employee reviews. To safeguard a work/life balance, a logout charter has also been put in place, and awareness-raising on good practices related to the use of digital tools has been carried out.

THE 2024 AT WORK SURVEY



83%
EMPLOYEES
Satisfied or very satisfied



1 Not satisfied
2 Somewhat satisfied
3 Satisfied
4 Very satisfied

EXEMPLE 2024

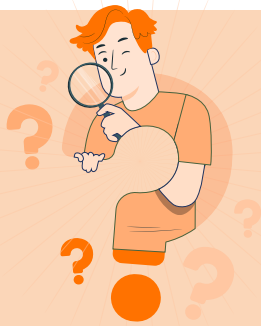


Quality of Life and Working Conditions (QVCT) Week

During the Quality of Life and Working Conditions Week from 17 to 21 June 2024, Fayat Énergie Services held a series of daily online workshops and talks for its employees on this topic, with the aim of including as many people as possible in this event. These workshops and talks offered an opportunity to:

>Make resources and services available to staff through the company and its partners

>Attend talks such as "Resilience and Mental Health" with our high-level sport partners, and "Promoting Quality of Life at Work" with our health partner, etc.



+ 350 PARTICIPANTS

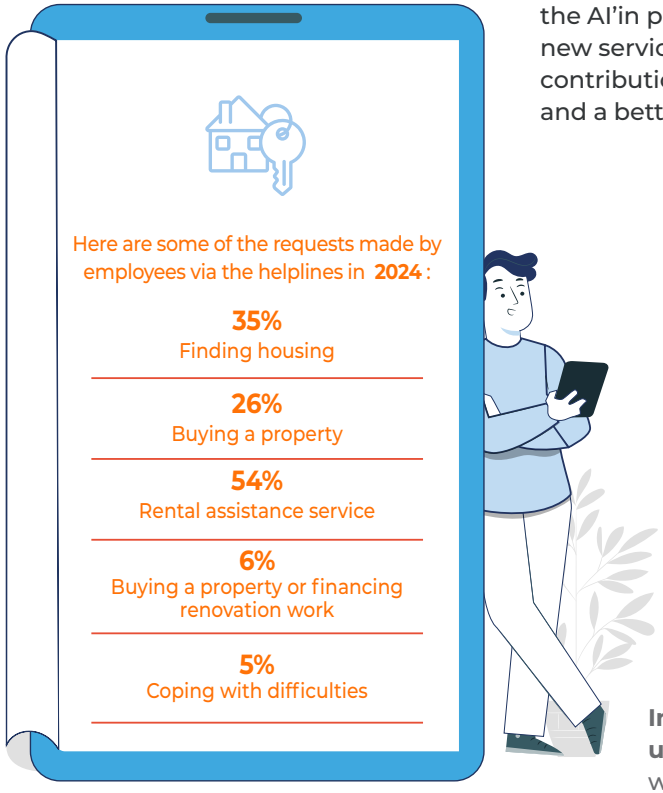
Moodwork

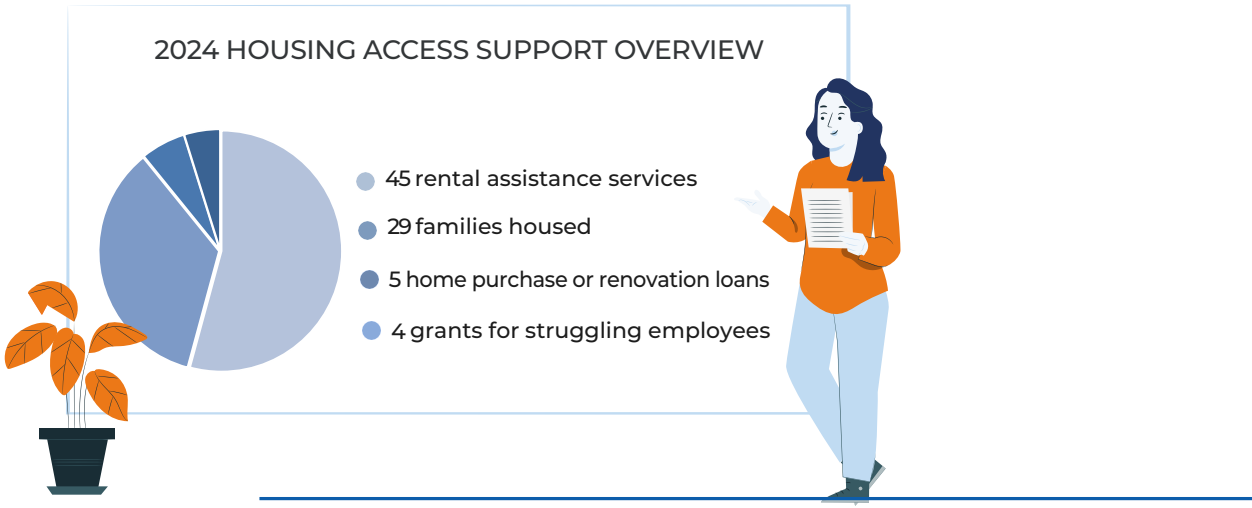
Fayat Énergie Services has also created a tool called "MoodWork" to support Quality of Life at Work.

This digital solution provides employees with access to tools that measure their well-being, personal development programmes, themed conferences, guidance sheets, as well as occupational psychologists. For managers, a dedicated tab is available to support them in their teams' work/life balance issues. Several topics in the form of campaigns were presented to employees during 2023. This solution also won the DIGITAL HR 2023 team prize, which was awarded by RH&M Group and the Global Talent Watchdog.

Providing support to access housing

In 2023, Fayat Énergie Services and Action Logement set up telephone helplines, in addition to giving access to the AI'in platform set up in 2022, for all subsidiaries in order to make it easier for employees to access housing. This new service offering from our partner Action Logement also gives HR departments access to the statements of contributions made and services provided, listed by type of help available to employees, for greater transparency and a better flow of information between the company and its employees.





In 2024, the introduction of Ambassadors: designated employees in each company who have undergone training at the Action Logement site and have received information on various services and who can consequently respond to other employees' basic questions and enquiries. This first point of entry has been set up for greater proximity and speed in providing information to employees.

PILLAR IV

DEVELOPING OUR REGIONAL COMMITMENT AND WORK IN SUPPORT OF OTHERS

OUR COMMITMENTS :

10 SUPPORTING **TRAINING AND EMPLOYMENT PROGRAMMES** AND CONTRIBUTING TO THE **ECONOMIC** AND SOCIAL DEVELOPMENT OF OUR REGIONS

- WORK/STUDY PROGRAMMES
- UNIVERSITY INTERNSHIPS
- ENGAGING IN SCHOOL CAREER PATHWAYS AND LEARNING ABOUT PROFESSIONS

11 ESTABLISHING **PARTNERSHIPS** WITH ASSOCIATIONS AND EDUCATIONAL INSTITUTIONS AND ENCOURAGING **VOLUNTEERING** AND SKILLS DEVELOPMENT

- MENTORING TO PROVIDE SUPPORT WITH EMPLOYMENT
- GETTING INVOLVED IN SPORTING, ENVIRONMENTAL OR COMMUNITY ASSOCIATION PROJECTS

12 ENCOURAGING EMPLOYEES TO TAKING PART IN **COMMUNITY** EVENTS AND PROMOTING **SPORTING ACTIVITIES**

SUPPORTING **TRAINING AND EMPLOYMENT** PROGRAMMES AND CONTRIBUTING TO THE **ECONOMIC AND SOCIAL** DEVELOPMENT OF OUR REGIONS



WORK/STUDY PROGRAMMES

Fayat Énergie Services develops close ties with training organisations in its industrial sector and in the regions where it operates, and each year offers work/study contracts to students from CAP [Vocational Certificate] level to Bac+5 [Baccalaureate + 5 years of tertiary education], who are supported throughout their course by "tutor" employees. In 2024, the HR and operational teams came together to take part in the following events for students:

-Training and employment forums across France.

- Trade presentation workshops.

-Photography exhibitions for our construction sites and business lines.

-Mock interview sessions.

-Construction site and company visits, etc.

In addition to an historic involvement in various school forums in partnership with the professional sector and employment networks, Fayat Énergie Services also gets involved in programmes and forums that promote inclusion in construction trades.

"FEMALE ENGINEERS" PROGRAMME

Since 2022, Fayat Énergie Services has been involved in the "Female Engineers" programme in partnership with FIPA [Apprenticeship Innovation Foundation], to help promote technical professions to young women, act for more gender equality in engineering courses, and finally act for more gender equality in the construction industry. Since 2022, Fayat Énergie Services has supported 10 young women on a work/study programme, with the aim of them joining an engineering school in two years' time; in 2024, seven new recruits joined the programme.

HOPE PROGRAMME

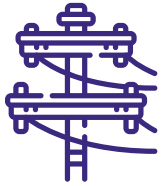
In 2024, Fayat Énergie Services took part in the national HOPE programme through its company ERS. The HOPE programme (Accommodation, Guidance and Pathways to Employment) is an innovative employment integration programme for people with refugee status in France. Interns were welcomed as part of this framework to discover our trades and to help them envision this type of career path and vocational training.

TRAINING AS A LEVER OF INTEGRATION

Fayat Énergie Services is committed to helping the most disadvantaged jobseekers to enable them to obtain a qualification and a sustainable job, through a number of mechanisms such as Operational Preparation for Employment (POE), a way to upgrade candidates in general and technical matters in order to include a professional contract and then a permanent position, and Employers' Groups for Integration and Qualification (GEIQ), with a work/study programme, qualification pathway and socio-professional support for priority demographics (young people without qualifications, long-term unemployed, refugees, etc.).

As such, the Fayat Énergie Services Training School offers external work/study programmes in partnership with major training organisations in Ile-de-France and Hauts-de-France. The school now offers three work/study programmes leading to a qualification for the following:

BUILDING ELECTRICIAN | OVERHEAD AND UNDERGROUND POWER LINE ELECTRICIAN | DESIGN OFFICE TECHNICIAN | ONLINE SUPPORT TECHNICIAN



2020/2021 AND 2023/2024 PROMOTIONS IN ILE-DE FRANCE AND HAUTS-DE-FRANCE (1/2)

These integration training programmes with our various training and employment partners consist of 3 stages:

STAGE 1:
Operational Preparation for Employment (POE) refresher training



STAGE 2:
Work/study programmes to prepare for a professional title



STAGE 3:
Hiring on a permanent contract or further education work/study contract



2020/2021 AND 2023/2024 PROMOTIONS IN ILE-DE-FRANCE AND HAUTS-DE-FRANCE (2/2)

2020/2021 promotions were planned in order to support 34 candidates in the aforementioned scheme, the initial review of which is as follows:

STAGE 1:
24 candidates at the end of the Operational Preparation for Employment (POE) scheme

STAGE 2:
22 candidates hired on a work/study contract

STAGE 3:
10 candidates hired on a permanent contract and 6 candidates hired on a further education work/study contract.

Fayat Énergie Services got involved in this scheme again with its various partners, with a new promotion for 2023/2024, which has 38 candidates.



Find out more



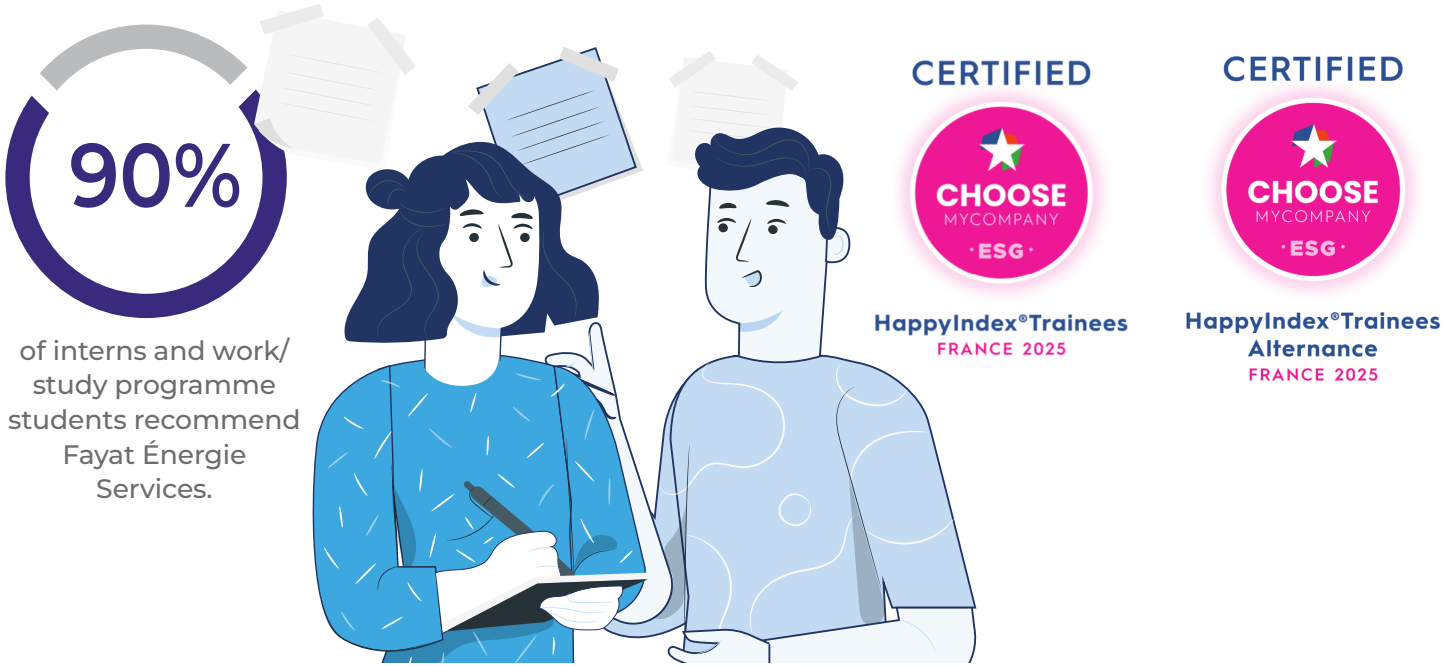
Find out more

UNIVERSITY INTERNSHIPS

As part of its relationships with schools in particular, Fayat Énergie Services hosts students for site visits relating to its various activities. It also hosts student interns from engineering schools, who are supported within the company by employee “internship representatives”.

CHOOSEMYCOMPANY SATISFACTION SURVEY

In order to find out more about the expectations of interns and apprentices, Fayat Énergie Services and other Divisions of the Fayat Group have joined forces with the independent organisation ChooseMyCompany to produce a satisfaction survey for this target audience. At the end of the survey, 90% of the interns and work/study programme students hosted in 2022 recommended Fayat Énergie Services, and Fayat Énergie Services gained the HappyIndex® Trainees label, which is recognition of companies considered good internships, work/study programmes, or international volunteer work experience.



ENGAGING IN SCHOOL CAREER PATHWAYS AND LEARNING ABOUT PROFESSIONS

Our company is aware that it also has an educational responsibility towards Year 10 students as this observation and discovery internship is compulsory at school, it takes place in the corporate/public sector, and it often proves difficult to arrange, especially where students do not have a network of family and friends. As a result of this, each year Fayat Énergie Services undertakes to showcase its trades to young people and help them to find their career path by hosting Year 10 students in two formats:

-The standard hosting of secondary school students, who have applied directly, in a Year 10 observation internship within the various departments of the company.

-The hosting of a class of Year 10 or 11 pupils from the Urban Priority Neighbourhoods (QPV), in partnership with FACE [Act Against Exclusion Foundation], as part of the “1 Pupil 1 Internship” scheme, and helping them to write their internship report and prepare their oral presentations.



Volunteer employees of Fayat Énergie Services meet with secondary school pupils and higher education students to enable them to find out more about their profession, training courses and career pathways, thus helping to guide them.They are also helping to introduce unskilled young people or job seekers to electrical engineering occupations in partnership with regional employment and training organisations. Other employees volunteer as members of committees for diploma programmes or candidate training selection decisions.

60 PUPILS
hosted in 2024

Secondary school business workshops: the “Who am I?” game Fayat Énergie Services
To promote these internships for secondary school students in a fun way, Fayat Énergie Services has created a job discovery game called “Who am I?”, facilitated by our employees, either on-site or in the classroom, to talk and ask questions about the business/engineering department/production and support roles within large construction companies specialising in electrical and digital fields.

ESTABLISHING **PARTNERSHIPS** WITH ASSOCIATIONS AND EDUCATIONAL INSTITUTIONS AND ENCOURAGING **VOLUNTEERING** AND SKILLS DEVELOPMENT

MENTORING TO PROVIDE SUPPORT WITH EMPLOYMENT

Since 2019, Fayat Énergie Services has been a member of FACE, the Foundation for Action against Exclusion in Paris-Saclay, which works to prevent and combat all forms of exclusion, discrimination and poverty, and whose chairwoman is now an employee of Fayat Énergie Services after having been a volunteer contact for mental health education and the risk of male suicide. This mentoring scheme also raises funds for men's cancer research.

"1 YOUTH, 1 MENTOR" JOB ACADEMY

Since Fayat Énergie Services signed up, it has been participating in the FACE "Job Academy" programme: a course including assessment, training and support for job-seekers, primarily for qualified young people from priority neighbourhoods of the city.

Employees of Fayat Énergie Services mentor these young people throughout their journey to find a work/study contract or their first job. Students receiving mentorship also participate in workshops on professional role play, mock interviews, CV writing, and how to use professional social networks.

75 YOUNG PEOPLE

have received support since the start-up of our Job Academy



GETTING INVOLVED IN SPORTING, ENVIRONMENTAL OR COMMUNITY ASSOCIATION PROJECTS

Énergie Services, with its company NXO, is part of Occitanie's "Pad'Occ" Acceleration Platform for the Industry of the Future. This collaborative local project enjoys regional momentum with the support of over 50 companies, competitiveness clusters, university laboratories and research academics, with the aim of assisting SMEs and micro-enterprises with their modernisation and industrial transformation in Occitanie. NXO's support is provided through a skills sponsorship of a Digital Manager who is supporting the project with their expertise in infrastructure.

Fayat Énergie Services is partnering with FLAM 91, a sporting association committed to promoting integration through sport, in particular for young people from Urban Priority Neighbourhoods, and with the Pacte de Performance sponsorship scheme involving two elite judokas as part of our commitment towards a more inclusive company.

Find out more



Through CENERGIA, Fayat Énergie Services is a partner of the Stade Pessacais Union Handball Club. Through ERS and SATELEC, it supports the women's team at Ploërmel Football Club and the girls' youth team at Thiais Football Club. These partnerships help to encourage the development of these disciplines for young people, gender diversity, and encourages them to do sport.

Other initiatives in support of associations have also been taken, such as participating in various collection schemes in partnership with multiple charities including "Stop Misère", "Secours Populaire", "Restos du Cœur" and the Red Cross. The scheme involves collecting toys and books from employees and offering them to children living in poverty during the Christmas period, and supporting associations that act on behalf of young people etc.



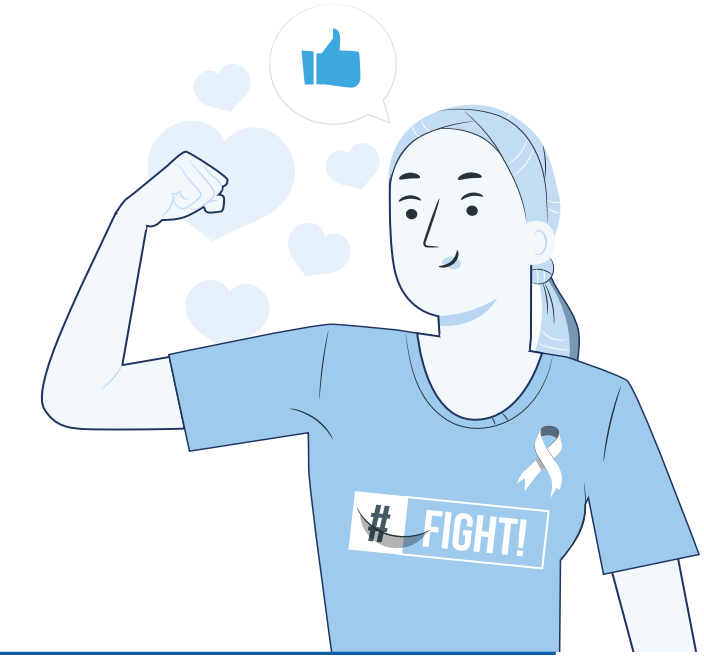
ENCOURAGING **EMPLOYEES** TO TAKE PART IN COMMUNITY EVENTS AND PROMOTING **SPORTING ACTIVITIES**

Participation of Fayat Énergie Services with a team from the company ERS at the 2024 edition of the Green Marathon in Rennes. This marathon has a sustainable approach, planting a tree for every kilometre run by participants, contributing to reforestation and environmental protection efforts.

In 2024, Fayat Énergie Services took part in inter-company charity runs organised by “Special Olympics France” in Lille, Lingolsheim, Lyon, Nantes and Rueil-Malmaison. 24 teams from the company NXO ran in relay or team races alongside sportspeople with disabilities in support of “family sports” and “team sports”.

For the past nine years, Fayat Énergie Services, through its Mobility Department, has been a partner of the ENDURO Life Watcher event in Gémenos (Bouches-du-Rhône), organised by the Tribal Sport association. This Enduro mountain bike race raises awareness of bone marrow donation and all the proceeds of the event are dedicated to research on paediatric cancers.

“Le temps du Regard” is a Rennes-based association that aims to support and house adults with disabilities by integrating them into society. It supports 90 adults in six facilities. Since 2020, Fayat Énergie Services, through ERS, has been supporting this association by financially contributing to an inclusive shared housing project. This innovative project, recognised as a pilot scheme by the government agency Fondation de France and the Ille-et-Vilaine regional council, provides homes for people with disabilities who cannot live alone, thanks to the daily support of professionals.



PINK OCTOBER AND MOVEMBER

Fayat Énergie Services takes part in annual prevention and awareness campaigns for men and women for the types of cancer that affect them in particular. These campaigns also make it possible to raise funds for medical research. During these periods, we send out information about these diseases and highlight preventive public health strategies. For example in October 2024, a dedicated webinar was organised alongside our health partner Generali. We take part in various events, charity runs and challenges across the country, and the funds raised are given to charities Pink Ribbon and Movember.

"Pink October" is an annual communication campaign held in October aimed at informing women about breast cancer screening and raising money for research.

"Movember" is an international movement held in November that aims to raise awareness of and remove the taboos surrounding prostate and testicular cancer, and mental health and the risk of male suicide. It also raises funds for men's cancer research.

FAYAT ÉNERGIE SERVICES OLYMPIADS

In the run-up to the 2024 Olympic Games in Paris, Fayat Énergie Services wanted to take advantage of this unique opportunity to combine its local commitment to sports associations with its dedication to the health and well-being of its employees - particularly through sport - by organising "The Olympiads of Fayat Services".
This friendly sporting event was organised in July 2024 at the Viry-Châtillon head office, with our partners Club FLAM 91 and its elite athletes. Employees were invited to participate in fun team-based games, including throwing challenges, archery, and much more, with a wide array of sports-related prizes awarded.



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FAYAT ÉNERGIE SERVICES

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