

Corporate Social Responsibility (CSR) encompasses all the practices put in place by companies in order to respect the broad principles of sustainable development (social, environmental and economic).

As for all companies, CSR represents a great opportunity for SADE Group to take up the challenges it is facing or will face and which must be taken into account in the Group's activities (climate change, dwindling natural resources, transparency requirements, etc.).

CSR is relevant to all areas of the company's business and plays a part in all its operations. It has become the backbone of our Group's transformation to align itself with the expectations of society.

For many years, SADE Group spontaneously carried out local, individual CSR actions that did not yet have a name and were not yet part of a structured approach.

Today, as a responsible enterprise, SADE Group is showing its firm commitment to CSR by publicly outlining its orientations for the next five years.

GOVERNANCE AND ORGANISATION

The Group's Management Board will set the course of action, ensure that objectives are achieved and, each quarter, measure results.

All managers of entities and their immediate teams will be tasked with disseminating and explaining this policy. Designated local staff members will support and coordinate the roll-out of this policy on the ground.

PILLARS AND COMMITMENTS

SADE Group's CSR policy is built around the general principle that rules and values are shared, and is based on four fundamental pillars:

- For women and men: support all talents;
- For the planet: reduce our impact;
- For clients: build sustainable infrastructure together;
- For territories: foster proximity.

These pillars are broken down into 12 inclusive commitments.



OBJECTIVES AND INDICATORS

Each commitment is backed up by precise, stimulating objectives associated with highly relevant indicators. Management of these indicators will allow us to measure our progress on a quarterly basis and assess the commitment of each of our Group's entities to this key area of our strategy.

CONCRETE ACTIONS

Each objective has its own simple, concrete action plan, centred around our expertise and inspired by our century-long history and our culture as a civil engineering company. In the short term, these actions will consolidate the endeavours we have already initiated and take them further. In the medium term, they will yield new areas to work on, in line with our reality and our on-the-ground concerns, thus paving the way for the SADE of tomorrow. Although these action plans are a priority, they are not the only ones: each entity in our Group can add to them according to its level of maturity and its sensitivity to CRS issues.

Through this CSR commitment, which is both structured and structuring, SADE Group intends to:

• Take up the environmental and social challenges of the 21st century,

ACCELERATING PERFORMANCE, DEVELOPING COMMITMENTS

- Develop its business model and make it more virtuous,
- Manage risks better and seize opportunities,
- Attract and retain new talents,
- Improve its overall performance,
- Confirm the utility of its activities and thus ensure the Group's sustainability.

This manifesto is a clear statement that CSR is a key part of our strategy today and that each SADE Group staff member must not only adhere to it but also contribute to it.



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