

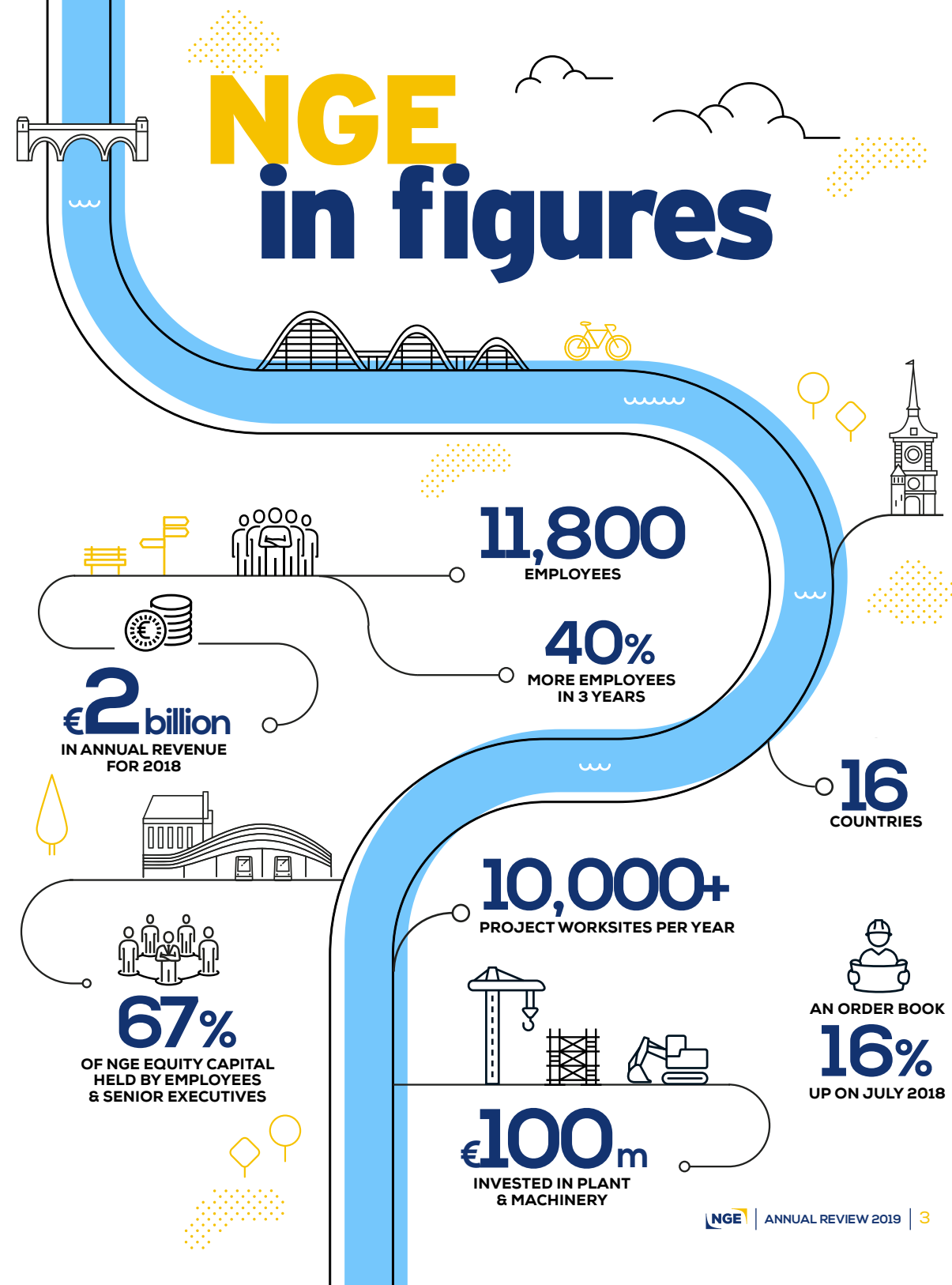
# WE ARE THE NEW GENERATIONS OF ENTREPRENEURS

ANNUAL REVIEW 2019



# WE ARE THE NEW GENERATIONS OF ENTREPRENEURS

We believe in the strength of the team, we thrive with and for our customers, we move forward continuously and push back our own boundaries, we look to the future with confidence and optimism, we apply our expertise with passion and never compromise on standards, we focus our energies for the benefit of all new generations, and we build structures that make the world a better place.



# MULTI-EXPERTISE BRINGS TOGETHER MULTIPLE AREAS OF EXPERTISE THAT WORK TOGETHER WITHIN A SINGLE DEPARTMENT FOR THE BENEFIT OF CUSTOMERS.

An organisational structure dedicated to serving regions and projects

**In France, thirteen multi-expertise regions** provide a local presence for public- and private-sector contracting authorities, and are structured into six operations departments and more than 100 regional locations.

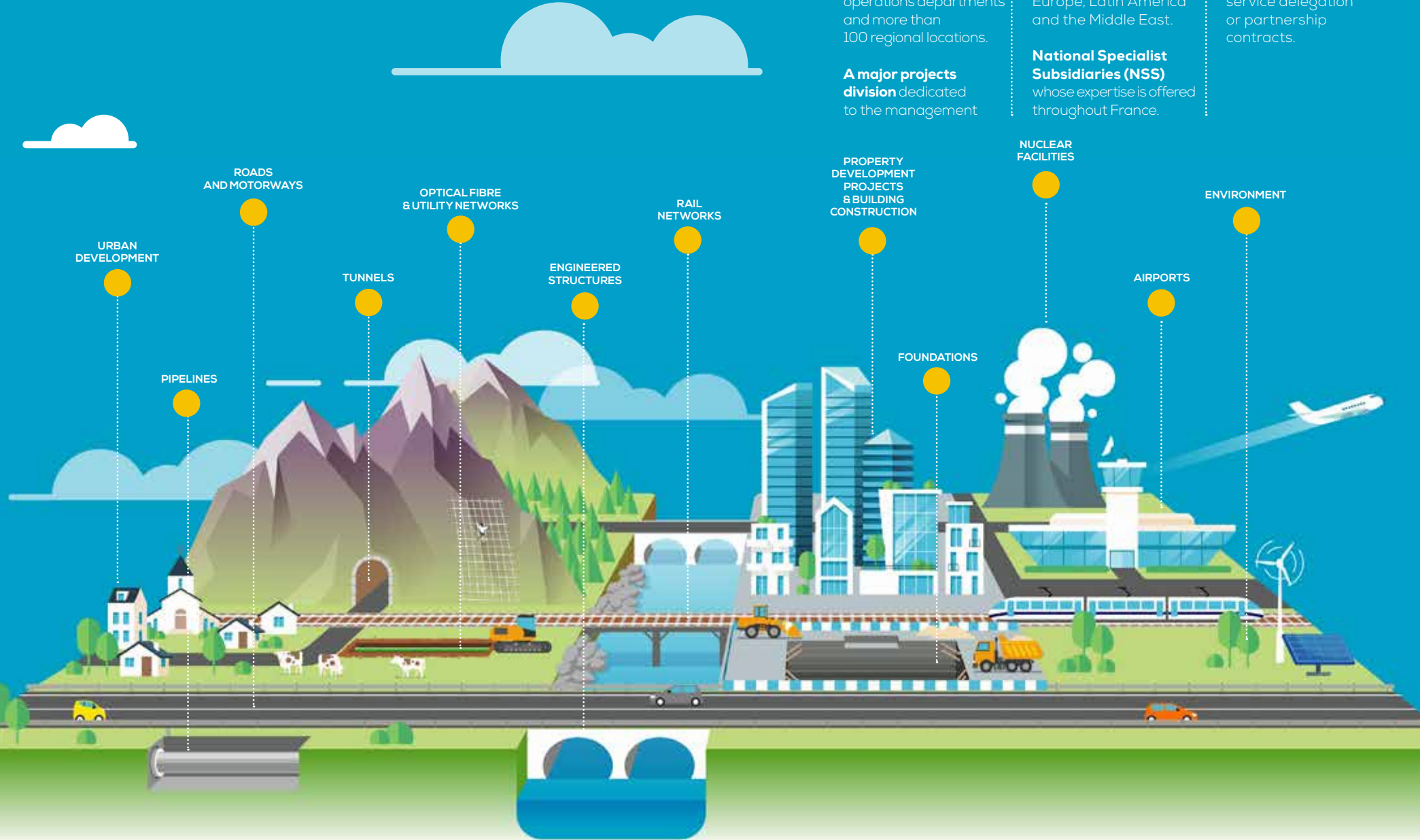
and construction of major engineered structures.

**An international presence** focused essentially on North and West Africa, Europe, Latin America and the Middle East.

**A concession division** that provides contracting authorities with the project support they need under the terms of concession, public service delegation or partnership contracts.

**A major projects division** dedicated to the management

**National Specialist Subsidiaries (NSS)** whose expertise is offered throughout France.



## 7 CORE BUSINESSES



**URBAN INFRASTRUCTURES & EARTHWORKS**



**PIPELINES & OTHER UNDERGROUND NETWORKS**



**CIVIL ENGINEERING**



**ROAD BUILDING & ROAD EQUIPMENT**



**GEOTECHNICAL SOLUTIONS**



**RAIL INFRASTRUCTURES**



**BUILDING CONSTRUCTION**





**"AT NGE, WHAT MATTERS ARE PEOPLE, VALUES AND PROACTIVITY."**

**WE ARE**

**EVERY DAY, 11,800 EMPLOYEES** SUPPORT EACH OTHER, CONTROL THEIR OWN DESTINY AND DO THEIR JOBS WITH PASSION AND A COMMITMENT TO THE HIGHEST STANDARDS.

**PASSIONATE**

**ABOUT PEOPLE**

### Employee shareholding

The employee shareholding initiative is based on the NGE model: following its 5<sup>th</sup> campaign in 2019, there are now 7,818 employee shareholders. Together with the senior executives of the company, they now own 67% of its equity capital.

### Anticipating tomorrow's needs today

To ensure its ongoing development, NGE has successfully implemented the necessary measures in terms of recruitment and training. By 31 July 2019, NGE had already recruited nearly 2,200 new employees, a quarter of them via employment integration schemes. With around €12 million invested in 2019, the Group has one of the highest financial commitments to training in its industry. As a result, its employees are able to learn the skills expected by its individual areas of expertise, particularly those most recently adopted (optical fibre, underground contracting, etc.).

Nearly

**2,200**

**new employees recruited by 31 July 2019**

**80%**

**of employees received training in 2018**

**82%**

**of employees are proud of the finished projects they have worked on\***

\* 2018 WQL survey.

**7,818**

**employees are shareholders**





WE ARE

**GROWTH, INTERNATIONALISATION, INNOVATION...**  
THE GROUP MOVES FORWARD AND PUSHES ITS LIMITS TO CONQUER NEW MARKETS.

**SERIOUSLY**

**ADVENTUROUS**

## Innovation

NGE deploys innovations and digital resources to meet the needs of its customers and take its performance to new levels.

- **Diagnosol Express®**  
This solution for the continuous analysis of excavated spoil will be introduced on major work packages of the Greater Paris project during 2019.
- **BIM (Building Information Modelling)**  
NGE uses BIM in building and civil engineering applications, and particularly for construction work on the Sycotm energy recovery unit in Saint-Ouen.
- **Digital reporting**  
An NGE mobile app saves time by enabling the real-time input and transmission of some on-site monitoring, construction and other reports.

## Property development

Following on from the Port-Barcarès smart marina project developed by a Semop\* in which NGE Concessions is a stakeholder, the Group was awarded the contract to redevelop the city centre of Brignoles, in the Var region of southern France, in 2019.

*\*A semi-public partnership formed for a specific public project.*

## Fibre... a superfast business

With the ability to act at every stage of optical fibre network projects, from design and funding to rollout and operation, NGE has established itself as a key force in this market. Following on from eastern France, the Hérault, the Gironde and the Charente-Maritime in 2019, the Var region of southern France has now contracted NGE to deliver 120,000 FttH connections by 2023.

## Grand Paris... the worksite of the century

The Grand Paris Express project is simultaneously a commercial feat and a technical achievement for NGE. In June 2019, Koumba, the tunnel boring machine on Line 14 South, bored its first few metres towards tunnel achieving what is a daunting challenge: a 4 km tunnel to connect the current Line 14 to Orly airport in time for the 2024 Summer Olympics.

### Key figures for the Grand Paris project

<b>17</b>	<b>6</b>	<b>€844</b>
work packages, including 7 major ones for the Grand Paris Express	tunnel boring machines co-owned by NGE	million contract (NGE share)





**"HERE, THERE'S A VERY STRONG FEELING THAT EVERYONE IS EQUAL, REGARDLESS OF WHETHER YOU'RE A SITE SUPERVISOR, ENGINEER OR LABOURER, MAN OR WOMAN, OLDER OR YOUNGER."**

### Gender diversity... a priority commitment

Doubling the number of women in management and production at NGE by the end of 2019 - and quadrupling it by 2022 - is a priority for the Group.

**2019 goal:**

**2x**

**the number of women in management and production**

### Health & Safety... vigilance shared

Putting people at the heart of projects means never compromising on safety! Against a background of intense activity and the induction of more than 3,000 new employees every year for the past three years, vigilance is a shared and essential responsibility.

**"WE MUST ALL LOOK OUT FOR EACH OTHER AND IMPROVE OUR SHARED VIGILANCE."**

**15.06**

**Frequency rate  
(at 1 January 2019)**

**WE ARE  
SINCERELY  
COMMITTED**

**NGE PUTS ITS ENERGY TO WORK FOR ALL FUTURE GENERATIONS THROUGH ITS SOCIAL RESPONSIBILITY COMMITMENTS.**



The environment...  
an ambitious,  
but realistic, plan

Vital for the future of our planet, the environment is equally crucial to the future of NGE, its appeal and its long-term future. In 2019, NGE developed its environmental plan to address five major goals (see opposite).

**THE SAINT-FLOUR BYPASS**

Putting the environment at the heart of everything we do.



5 NGE  
commitments  
to the environment

NGE has rolled out a 3-year plan that aligns with UN environmental objectives.

AN INCREASINGLY  
FUEL-EFFICIENT  
AND CLEAN PLANT,  
MACHINERY AND  
VEHICLE FLEET.  
8% LOWER ENERGY  
CONSUMPTION  
BY 2021.

RECOGNISED  
LEADERSHIP IN FRANCE  
FOR MATERIALS  
RECOVERY.  
1 MATERIALS  
RECOVERY FACILITY  
IN EACH  
MULTI-EXPERTISE  
REGION BY 2021.

A LONG-TERM  
COMMITMENT  
TO ENVIRONMENTAL  
RESEARCH.  
AT LEAST  
1/3 OF THE R&D  
BUDGET DEVOTED  
TO THE ENVIRONMENT  
AND BIODIVERSITY OVER  
A 3-YEAR PERIOD.

CONSERVATION  
OF NATURAL  
RESOURCES.  
50% OF ALL WASTE  
RECOVERED AND  
RECYCLED BY 2021.  
10% LESS DRINKING  
WATER CONSUMED  
BY 2021 D'ICI À 2021.

ECO-RESPONSIBLE  
EMPLOYEES.  
100%  
OF EMPLOYEES  
INFORMED  
AND TRAINED  
BY 2021.



**A63**  
Water  
collection  
and filtering  
solutions.

Eco-responsible  
worksites

Building structures to improve the world also means ensuring that they are built sustainably and eco-responsibly.

- The Saint-Flour bypass

Environmental protection has been a constant theme throughout this project: an ongoing inventory of wild plants and animals, the relocation of protected species, the creation of offset areas, and other measures.

- Widening of the A63 in the Landes region

Water collection and filtering systems have been installed, together with the introduction of fish management measures to protect semi-aquatic animals and fish.

42%  
of the innovation  
budget is devoted  
directly to  
environmental issues





**VALENCIENNES**  
A northern bypass for the city



**BRÉTIGNY-SUR-ORGE**  
Catenary regeneration over 180 km of RER Line C



**NOGENT-SUR-MARNE**  
Construction of an overpass above the A4 motorway, together with access ramps to the new bridge



**BETWEEN DOZULÉ AND PONT-L'EVÊQUE**  
Widening of the A13 motorway

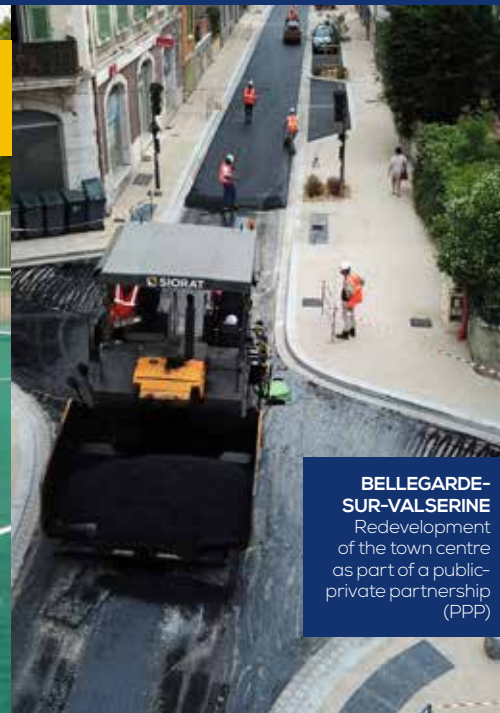


**SAINT-MALO**  
Renovation, energy performance upgrading and extension of the Palais du Grand Large

# 365 DAYS OF ENTREPRENEURSHIP IN FRANCE



**NANTES**  
Construction of a multi-sports facility for IMT Atlantique



**BELLEGARDE-SUR-VALSERINE**  
Redevelopment of the town centre as part of a public-private partnership (PPP)



**VAR**  
Department-wide optical fibre rollout



**SÈTE**  
Reconstruction of the Sadi-Carnot bridge



**AIGUILLES**  
Opening up the Pas de l'Ours valley in the Queyras region of the Alps by rebuilding RD 947 road





**UK**  
Rail maintenance facility as part of the Crossrail project



**LUXEMBOURG**  
Tramway



**MEXICO**  
Track ballast undercutting

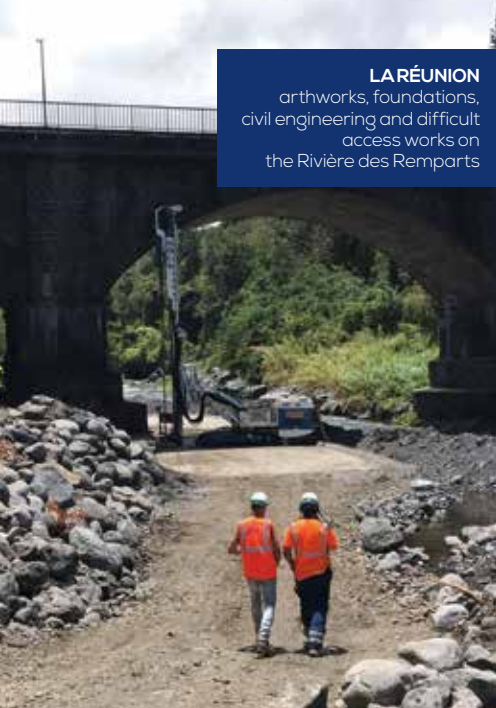


**ECUADOR**  
Cuenca tramway



**PANAMA**  
Panama City Subway

# 365 DAYS OF ENTREPRENEURSHIP ABROAD



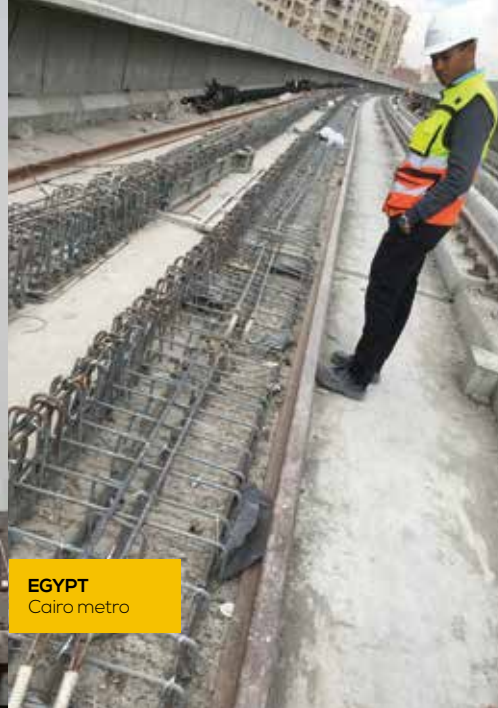
**LA RÉUNION**  
arthworks, foundations, civil engineering and difficult access works on the Rivière des Remparts



**MOROCCO**  
Earthworks near the Ouljet Es Soltane dam



**SENEGAL**  
Construction work on the Dakar TER



**EGYPT**  
Cairo metro



**CÔTE D'IVOIRE**  
New roads and drainage



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ON SOCIAL MEDIA



LISTEN TO  
OUR PODCASTS



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