

ACCELERATING THE ECOLOGICAL

TRANSITION 

Updated September 2024

Version – EXTERNAL distribution

The essence of our Environment Plan



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For more than a decade, NGE has been introducing and implementing actions within its organisational structure that make a positive contribution to delivering the ecological transition. Although we've succeeded in sowing the seeds of environmental awareness in all our business sectors and continue to encourage the development of new eco-friendly skills, the outcomes are not yet at the level we need to take on the challenges of climate change and biodiversity successfully.

To do that, we must be proactive, innovative and positively creative. We must lead by example and be an inspiration for others. The fact is that we need to intensify our efforts to co-construct more sustainable ways of working and putting our entrepreneurial skills to work. We're optimistic that we can succeed, because our ambitions are environmentally friendly, we have strength through unity, and our transparency makes our actions more meaningful.

With this new Environment Plan 2024-2028, we are giving ourselves 5 years in which to hit those targets essential for becoming a more responsible and sustainable company. Our success depends on your involvement and your active commitment to spread the word among your partners. So let's be realistic and progress by small steps, because the cumulative effect of all the small steps we take together will be to change the world for ever.

”

Anne Scher
CSR Deputy Director for the Environment

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We have some major challenges ahead of us, and we need to succeed in all of them. We see them as a further opportunity to become even more united and cohesive, both internally and with our customers and partners, by sharing our visions and requirements so that we can succeed in these challenges together. It's also an opportunity to redefine our ambitions, challenge ourselves, drive innovation forward and reinvent ourselves to achieve ever higher levels of performance and employer appeal. Lastly, it's an opportunity to take even greater pride in our achievements by reducing our environmental impact at every stage in the life cycle of the structures we build.

The Environment Plan 2024-2028 goes hand in hand with the transformation of our Group as we work to succeed in the challenges of ecological transition. Its ultimate ambition is to make the environment a normal everyday part of operational life, which I see as key to the success of our shared plan.

The first imperative of our CSR policy is "Putting people first in everything we do". But this is meaningless unless we respect and focus all our energy on the second imperative of CSR: "Leveraging entrepreneurship to deliver the ecological transition" and protecting our planet!

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Laurence Lavit
CSR Director





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Values and Vision

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Working together to build structures that change the world and which we can be proud of

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Working together is our trademark: unity is a cardinal virtue we all share, and our core business synergies are what drive NGE performance.

Structures that change the world: the ecological transition depends on new mobility, water management, energy generation and other infrastructures... So the infrastructures we build make a direct contribution to delivering the ecological transition.

And which we can be proud of: because these structures will be built by putting people at the heart of all our projects, respecting the environment and making a useful contribution to the regions where these new infrastructures are created.



This vision makes it crystal clear who we are and the role we intend to play in the ecological transition.

NGE is asserting itself as a **key player** in delivering new forms of mobility, the circular economy, water management, urban transformation and climate change adaptation.

True to our values of unity, transparency and ambition, we provide the operational expertise needed to design, build, operate and maintain our facilities using energy-efficient, low-carbon solutions that respect the living world.

We are focusing **our entrepreneurial skills**, our proactive innovation and the commitment of all our employees, partners, customers, suppliers and subcontractors **on creating a more sustainable world.**

Accelerating the transition

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We are at a pivotal point in the development of our core businesses and all the skills associated with them. We continue to leverage innovation and adapt the way we work in order to design and build in new ways, with the ultimate aim of reducing our environmental impact and meeting the new expectations of our markets”.

Jean Bernadet, Chairman

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We understand the **expectations of our customers** and want to **help society succeed** in the challenges we all face. We are a **proactive force for change**, internally through our own working practices, and externally with our partners and customers.

We want this **plan to be adopted and implemented by all our core businesses and subsidiaries**, and applied at every stage, from design through construction to operation. We must **lead by example** and **raise the profile** of all our actions to **onboard** all our teams and **encourage** everyone in the efforts they make.

To succeed in our ambitions to drive the ecological transition forward and accelerate its pace across everything we do, we work every day on the basis of 4 environmental rules.

Each of the strategic priorities set out in this plan is accompanied by **practical actions** that align with our **4 RULES FOR THE ENVIRONMENT** and will help us drive forward the ecological transition in every part of the Group. The rollout of our Environment Plan 2024-2028 is fully consistent with our strategic plan, and will be our guarantee of ensuring that we achieve our **targets for 2030**.

Our **4 Rules** for the Environment are our guiding principles, and every employee - regardless of entity or area of expertise - must apply these fundamental principles every day in everything they do so that they become a **natural reflex**.

RETHINK

Rethinking the empirical ways in which we design and build, departing from them when necessary and acting with restraint; these are all things we can learn from the way natural ecosystems operate. So let's be guided by the inspirational lessons of nature in everything we do and be moderate in our actions.

REDUCE

Researching ways of using less energy and fewer materials, and opting for renewable and/or recycled resources wherever possible is an effective way of recognising and reducing our impact on the planet. Doing better with less is a necessity across all our activities, from design and materials sourcing to the construction process, maintenance and end-of-life management.

RECYCLE

Reusing resources, intensifying our use of them and extending their lifespan **adds value to our products and materials...** it's all about reconsidering their true value! In a world of finite resources, this is one of the solutions we can use to avoid generating unnecessary waste and virgin resource extraction. Let's be promoters of - and contributors to - the circular economy, not only for ourselves, but also for our customers.

RESTORE

Interrupting the processes of deterioration or degradation, reconditioning, **reinstating and renovating** are things we can and must do for the benefit of natural environments and the structures we built.



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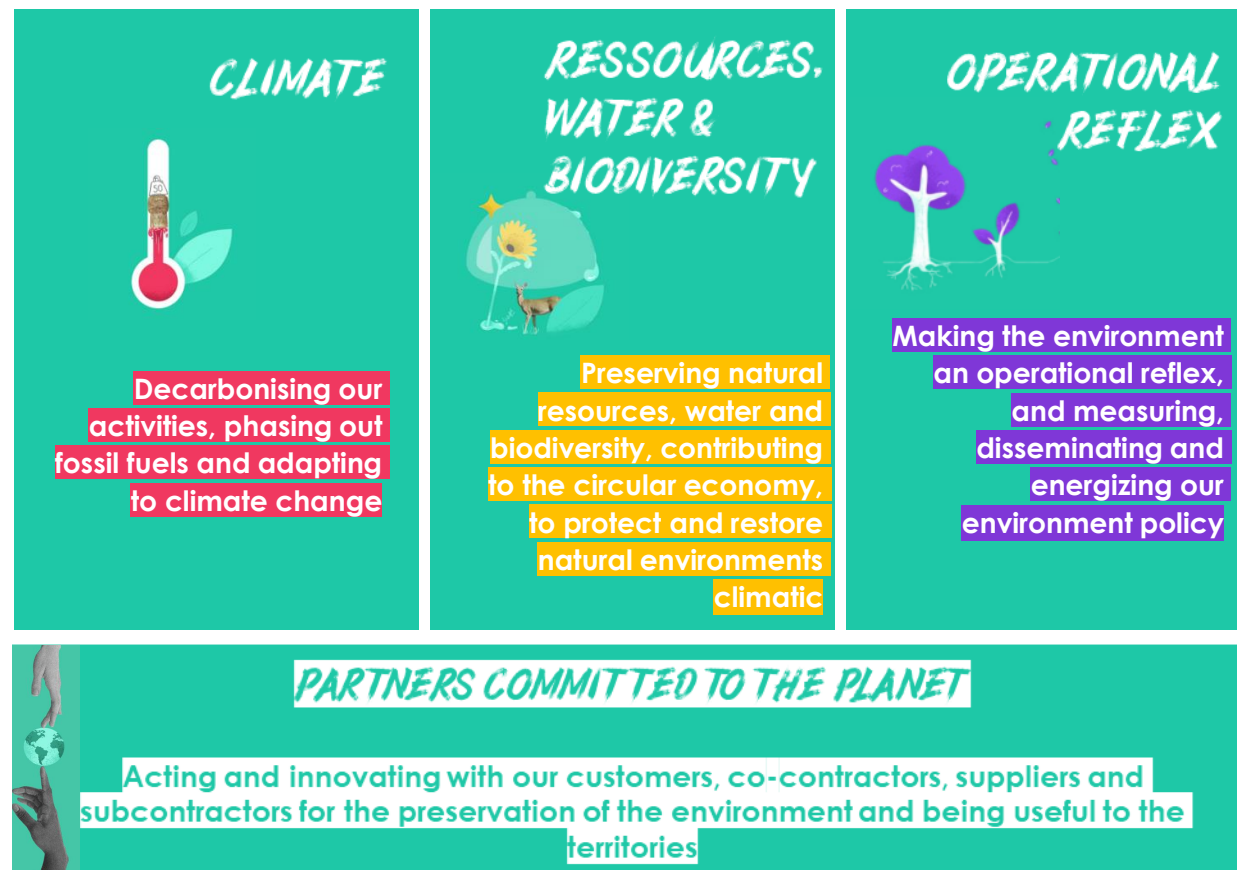
Ambitions

Because we're aware of today's environmental issues and committed to succeeding in these challenges, we're **leveraging entrepreneurship to deliver the ecological transition, transforming construction practices and encouraging more responsible ways of working**. Our expertise, culture of responsibility and close relationship with customers and partners mean that we have both a duty and the necessary impetus to **lead by example**. NGE has been a signatory to the United Nations Global Compact since 2016. We intend to align the way we do business with its Sustainable Development Goals.



3 strategic areas of action

aligned with the Sustainable Development Goals
and shared with our partners





CLIMATE

Taking action on climate

In response to the accelerating pace of climate change and the urgency that this imposes, the climate priority of our Environment Plan has been designed around an holistic commitment that demands the involvement of every part of our Group and all its stakeholders. So given our rate of growth and our status as a major force in construction and public contracting, NGE is taking action at every stage from design to construction, operation and concession management to reduce the carbon intensity of its own activities, improve air quality and support the energy transition of regions and customers.

STRATEGIC TARGETS FOR 2030

We are committed to a **trajectory that seeks to limit global warming to 1.5°C** in line with IPCC recommendations.

Our targets and **decarbonisation strategy** are consistent with the methodology used by the Science Based Targets initiative (SBTi) and fully aligned with the public contracting industry carbon reduction trajectory.

We are taking practical action to reduce our direct emissions and continue to work with our partners on reducing indirect emissions.

- **To reduce our direct emissions by 4% year on year** (for Scopes 1&2, compared with the baseline year of 2019) by 2030
- To target a carbon intensity of **275 kgCO₂eq/€kAR for all 3 Scopes*** by 2030
- **To achieve a 20% reduction in fossil fuels** as a proportion of our total energy mix by 2030 (for Scopes 1&2)
- **To increase the proportion of our activities** that are working actively to develop **low-carbon mobility**, deliver the **energy transition** and **help regions adapt** to climate change**

*Scopes 1, 2 & 3 upstream and partial downstream (excluding end of life and the use made of products sold)

** Priorities 1, 4 and 5 of the BP 2024-2028

Decarbonising our activities, phasing out our use of fossil fuels and adapting to climate change

RETHINK, challenge our existing practices and leverage innovation **REDUCE**, optimise and do better with less wherever possible

Because **understanding and knowledge** are key to developing the power to act and **embed more eco-efficient behaviours**:

- » In 2025, 100% of NGE entities will have completed **carbon assessments for scopes 1&2**, will be managing their own decarbonisation trajectory and implementing their own dedicated action plan. In 2026, all entities will have a management and action plan in place for all 3 emissions scopes.
- » By 2026, NGE will have trained 100% of managers and supervisory staff in the principles of the **Climate Fresk®** initiative.
- » NGE will have trained **Carbon Assessment (CA) experts** in 100% of its entities in France and abroad
- » NGE is training all its drivers in **eco-driving** techniques, and aims to have trained 100% of HGV drivers by 2025, and 100% of car and van drivers by 2028. Machinery engine idling rates are optimised and monitored to detect any problems.

Capitalising on, and embedding, good practices:

- » NGE is sourcing **low-carbon solutions** and stepping up the pace of their implementation. Each entity coordinates and presents its **feedback** annually as the basis for capitalising on, and disseminating, the conditions required to ensure the success of these solutions.
- » **NGE promotes** ecomobility by facilitating car sharing and soft mobility options (train, cycling, provision of EV charging terminals, etc.) for its **employees**, and by 2028 will have increased the use of rail to cover 90% of all **business travel** (train and air - excluding international travel).
- » NGE supports innovation around new low-carbon processes and alternative materials, as well as carbon avoidance projects. From 2028, NGE will use carbon credits to contribute to achieving its ambitious **transition plan**.

Putting our **management tools, expertise and proactive determination** to work in delivering the ecological transition for our customers:

- » NGE has developed its **transition plan** to align with the French National Low Carbon Strategy, and is working towards SBTi certification in 2026. NGE measures its **energy intensity** and **carbon assessment results** across all 3 Scopes as the basis for implementing dedicated action plans.
- » NGE is introducing '**design carbon calculators**' in order to make **carbon assessment** a standard practice in the design and feasibility phases and take proactive steps to bring forward proposals for **low-carbon variants** from 2025 onwards.
- » NGE is developing '**worksite carbon calculators**' in readiness for a 2026 rollout to monitor emissions as work progresses on its worksites.

Taking action for **CLIMAT**



-4% GHG emissions

annually

for Scopes 1&2 vs. 2019 (the baseline year)

Focus on the carbon intensity target
for public contracting, i.e.

275 kgCO2eq/€kAR

for all 3 Scopes

20% reduction in fossil

energies

as a proportion of the energy mix (Scopes 1&2)

Increasing the proportion

of activities

that contribute to the development of
low-carbon mobility, the energy transition and regional
adaptation



RETHINK, challenge our existing practices and leverage innovation **REDUCE**, optimise and do better with less wherever possible

Implementing our **strategy** to succeed in the climate challenge:

- » NGE electricity consumption already includes a 30% contribution from **renewables**, and will increase the contribution from on-site generated and consumed electricity at its fixed installations from 2025 onwards.
- » NGE is increasing the proportion of electricity consumption contributed by **renewables** at its **site compounds**, with particular emphasis on installing solar panels from 2025 onwards. Eco-designed site compounds using thermostats, high-efficiency insulation, etc. are now used wherever possible.
- » NGE is boosting the **energy performance** of its buildings and industrial facilities by investing €3 million per year in new construction/upgrade projects, and has installed at least 1,000 m² of new photovoltaic generating capacity annually since 2024.
- » NGE **will reduce its electricity consumption by 20% between 2024 and 2028** (excluding EVCI*) through more reliable monitoring and consumption reduction management, and by encouraging self-consumption and low-energy/high-performance installations on fixed sites, in quarries and in industrial facilities.
- » NGE is installing **electric vehicle charging infrastructures** at all its locations, and by 2028 expects 10% of all spaces in car parks for fewer than 40 vehicles to be equipped with EVCI*. This proportion rises to 20% for larger car parks.
- » NGE is increasing its use of **alternative fuels**, including biofuels, and introducing biodegradable lubricants (oils and greases) on a wider scale. The Group plans to intensify its use of biofuels by 1 million litres year on year from 2024 onwards, and increase the number of machines using biodegradable lubricants to 50% of its fleet.
- » NGE is gradually replacing its **plant and machinery** and road vehicle fleets with low-emission machines and vehicles (electrification, retrofitting, downsizing, etc.) to achieve its 2028 targets of 50% low-emission vehicles, 50% TIER 4 or 5 and EURO 6 machines and a 35% reduction in the average emissions of its car, commercial vehicle and HGV fleet. The Group worksite fleet will include at least **200 electrically powered machines**, which will be used more intensively.

* Electric Vehicle Charging Infrastructures

Taking action for **CLIMAT**



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annually

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adaptation





Conserving resources, water and biodiversity

By contributing to the development of a circular economy, we are reducing our carbon footprint and helping regions to become more resilient. By producing recycled materials, we are conserving natural resources, at the same time as limiting air pollution and waste production. We see eco-design as a way of making greater use of second-life materials, using biosourced materials and protecting natural environments to reduce the pressure on non-renewable resources and the living world. We are taking practical action to make less intensive use of water, conserve water resources and restore natural habitats. We are also working to prevent water and soil pollution.

STRATEGIC TARGETS FOR 2030

We are actively involved in **materials recovery**, not only on our own worksites, but also for all public contractors. We encourage **reuse** and the use of **recycled** products.

In accordance with our commitments as an Entreprise engagée pour la nature (nature-committed company)*, to the French national Water Plan 2030 and National Biodiversity Strategy 2030, we design and build structures that **minimise water consumption** and **conserve biodiversity**.

*a voluntary programme run by the Office Français de la Biodiversité (French Office for Biodiversity) for companies wishing to enter into a practical commitment

- **To recover 90% of waste** (across all streams)
- **To extend the range of materials recovered** from our REVAMA® recycling centres by introducing new areas of expertise (non-inert soil, topsoil, ballast, etc.)
- **To ensure that 100% of our projects incorporate measures to promote biodiversity** from the design stage through construction to operation
- **To increase the proportion of activities** that help to conserve **natural resources***

▪ * Priority 2 of the BP 2024-2028

RESOURCES. WATER & BIODIVERSITY

**Conserving resources,
water and biodiversity,
contributing to the circular
economy, and protecting
and restoring natural
habitats**

RETHINK resource management to **REDUCE**, optimise and do better with less wherever possible

Because training is vital to **understanding** why we do things the way we do:

- » NGE will step up its dedicated circular economy, resource management, water and biodiversity **training and awareness-building modules** from 2025 onwards.
- » NGE is training local entity experts on the issues around **managing excavated spoil and the associated environmental regulations**.

Capitalising on, and embedding, good practices:

- » From **2025 onwards**, all entities will share their feedback, with particular emphasis on **best practices** in **water management**, **pollution prevention** and **biodiversity conservation**.

Because working now to develop the cities and infrastructures of tomorrow and **develop the circular economy** is an issue for every part of society:

- » NGE is committed to a **policy of reversing soil artificialisation and sealing** at its fixed sites, and between now and 2026 will roll out a dedicated **transition plan** compliant with the French Water Plan 2023-2030.
- » NGE **reduces, sorts and recovers all its waste** by using the **Trackdéchets** and **REVAM'App** tools to control and manage the traceability of all waste flows. These tools will be rolled out to 100% of fixed sites, worksites, quarries and industrial facilities from 2025 onwards.
- » The Group is targeting a 100% recovery rate for inert waste by 2028, and a 60% rate for hazardous and non-hazardous waste**.
- » NGE is developing a process for identifying purchasing volumes by category of **materials subject to sustainability risks**, and between now and 2028 aims to measure the **proportion sourced from recycling or bio-sourced and eco-designed materials**.

Conserving **RESOURCES**,
WATER AND BIODIVERSITY

🎯 **2030**

**Recovering 90%
of waste**
(across all streams)

**Expanding the range
of materials**
recovered in our REVAMA® centres
by introducing new areas of expertise

Adopting measures to encourage
biodiversity

in 100% of projects
from the design stage through construction to operation

**Increasing the proportion
of activities**
involving the protection and conservation of natural
resources



RECYCLE as soon as possible. Design and build with, and for, the living world and
RESTORE natural environments.

Putting the **power of innovation** to work for a precious shared commodity... water:

- » NGE **will reduce its water consumption by 10% between 2024 and 2028** by improving the reliability of its monitoring systems and introducing consumption management measures. The emphasis will be on recovery, reuse and substitution.
- » NGE is developing ways of monitoring and measuring the **recovery, reuse** and substitution of water resources on its worksites and in its fixed sites, quarries and industrial facilities by 2028.
- » NGE is developing a methodology to **assess its water intensity** and ensure that areas exposed to water stress will not be impacted from 2028 onwards.

Developing and providing **management tools** and solutions for enhancement and restoration:

- » NGE **combats invasive exotic plants** and always recommends the use of seed mixes specifically tailored to individual local environments.
- » NGE is carrying out a survey to measure the **biodiversity footprint** of Group activities and sites by 2026 as the basis for developing and implementing a conservation and restoration strategy to be delivered via a dedicated **transition plan** based on the national biodiversity strategy.
- » NGE is expanding its **Avoidance, Reduction and Compensation programme**, and will begin supporting projects that restore and contribute to biodiversity between now and 2026.

Giving materials a **second life**:

- » NGE is stepping up its **waste recycling and recovery activities**, developing new **REVAMA centres** to provide better national coverage, and **diversifying their range of services** (recovery of ballast, non-hazardous waste, topsoil, etc.). NGE aims to have 46 REVAMA centres operational in France by 2028.

Being **more responsible** about how we manage all our waste streams:

- » NGE is introducing **PPE** (Personal Protection Equipment) **recycling** and will be recycling 100% of textile-based PPE from 2025 onwards.
- » NGE will systematically monitor the **recycling of WEEE** (Waste Electrical and Electronic Equipment) from 2024 onwards.

Conserving **RESOURCES**,
WATER AND BIODIVERSITY

🎯 **2030**

**Recovering 90%
of waste**
(across all streams)

**Expanding the range
of materials**

recovered in our REVAMA® centres
by introducing new areas of expertise

Adopting measures to encourage

**biodiversity
in 100% of projects**

from the design stage through construction to operation

**Increasing the proportion
of activities**

involving the protection and conservation of natural
resources





Making the environment an operational reflex

Empowering our people. We see it as essential to ensure that every Group employee is committed to applying environmentally friendly practices on a daily basis. It is the only way to transform our Group for the long term.

We are therefore developing a strong environmental culture so that everyone, regardless of their level in the organisation, is able to contribute to the process of delivering our ecological transition. Addressing today's environmental issues is gradually becoming a natural reflex in all Group sectors and in the daily working lives of all NGE employees, as they implement these actions with their teams and appreciate the impact they have.

STRATEGIC TARGETS FOR 2030

We act as a **catalyst** for all the energies and expertise required to make progress towards achieving our shared goal of creating a more sustainable world by inviting our employees to play an **active role** in delivering the ecological transition. We continue to develop and implement **resources** to **change business practices, and manage and embed** our approach to the environment.

- We are rolling out our REFLEXE environment management tool
- To assess compliance with **our 8 Environmental Essentials on 100% of our worksites**
- To offer **ecological transition training modules to 100% of employees** (e-learning, face-to-face modules, 15-minute environmental briefing sessions, etc.)
- To step up **research and development** to generate innovative solutions for the ecological transition

*OPERATIONAL
REFLEX*

Making the environment an
operational reflex, and
measuring, disseminating
and energising our
environment policy

Be continually mindful of the environment, and **RETHINK** before taking action and perpetuating old habits

*Because training is vital to **understanding** why we do things the way we do:*

- » In 2025, NGE will use **Climate School training and awareness-building modules** to provide 100% of its managers and supervisory staff with training on the ecological transition, and will introduce Climate Briefings on all worksites.

*Developing and providing **management tools for more effective risk and project preparation**:*

- » NGE is developing its **REFLEXE environmental analysis, compliance assessment and inspection plan** tools and will begin rolling them out for our fixed sites, worksites, quarries and industrial facilities from 2025 onwards.
 - » NGE will conduct **environmental analyses for** 100% of its products and services and introduce **systematic use of REFLEXE** on 100% of its worksites, fixed sites, industrial facilities and quarries, beginning **in 2025 for France and in 2026 for international operations**.
 - » NGE is following up on REFLEXE risk analyses by improving its **emergency response performance** through scheduling and conducting tests tailored to conditions on our worksites and fixed sites.
 - » NGE has supported the rollout of its **8 Environmental Essentials** for worksites, and reinforced employee awareness of the need to comply fully with them through its 15-minute environment briefing sessions since 2024. 100% of our worksites are formally inspected to **assess compliance with these Environmental Essentials**.
 - » NGE is introducing systematic formal analysis of all **environmental incidents and quality failures for consolidation at Group level** to build on experience and develop dedicated action initiatives.
- NGE ensures **compliance with all regulations**, and identifies and follows up on all complaints, claims or appeals.

*Putting the **power of innovation** to work for the living world and building on best practices:*

- » NGE systematically applies **eco-design principles** to projects carried out by NGE with support from NGE Ingénierie.
- » NGE is stepping up its **research and development of innovative solutions** for the ecological transition by allocating 50% of its R&D budget to environmental issues from 2024 onwards.
- » All NGE entities now prepare annual worksite **reference cards** to promote and showcase our environmental expertise.
- » Each entity works with **environmental non-profit organisations** (local or selected by the New Generations Fund) at least once a year, and involves its employees in this process.

Making the environment an operational **REFLEX**



100% of entities

using the REFLEXE environmental management tool

100% of our worksites

compliant with

the 8 Environmental Essentials



Ecological transition

training

for 100% of employees

50% of the R&D budget

devoted to environmental issues





Taking action and driving innovation with our partners

We embrace the principle of prevention and, as part of our **duty of care**, are uprating our environmental risk identification processes **upstream and downstream** of our own activities. We analyse the risks specific to our purchasing families, and share our fundamental analyses with our partners. We challenge them and apply appropriate criteria in our tender invitations and approved supplier selection processes. We see innovation as a powerful lever for greater environmental performance. The quest for low-impact solutions is a major focus of discussion with our customers, suppliers and subcontractors. We work proactively to offer our customers products and services that will help them deliver their own energy, mobility and resource conservation transitions.

STRATEGIC TARGETS FOR 2030

We act at every link in our **value chain** to encourage our partners to embrace **change**. We share our values by implementing a **responsible purchasing** policy. We continue to work actively with stakeholders involved in **innovation** and **research** that benefits the living world. We make expertise available to our customers as part of **supporting them in delivering their own transitions** and respond effectively to the need for **regional adaptation**.

*PARTNERS COMMITTED TO
THE PLANET*

Taking action and driving innovation to protect the environment and make a useful contribution to the regions alongside our customers, co-contractors, suppliers and subcontractors

RETHINK Challenging our existing practices and leveraging innovation

Deploying our expertise and **proactively helping** our customers through the ecological transition:

- » NGE is stepping up its efforts to **research and develop innovative, positive-impact solutions** that can be rolled out to support its customers in delivering their own ecological transition: eco-designed industrial products, landscaping, mitigating urban heat islands, hypervisor control of environmental sensors, trenchless pipeline renovation, etc.
- » In 2025, NGE will begin rolling out its low-carbon offering through its new subsidiary **NGE TRANSITIONS**, whose corporate purpose is to build developments consistent with ecological transition delivery by accelerating the decarbonisation of public contracting practices. Our ultimate aim is to offer innovative energy-efficient solutions that reduce average project carbon intensity by 50%.
- » NGE monitors and analyses the results of **customer satisfaction surveys**, and prepares an **environmental quality failure report** whenever the level of response is “not very satisfied” or “not at all satisfied”.

Uniting partners, suppliers and subcontractors around a shared climate ambition and the creation of a virtuous circle:

- » NGE is stepping up the process of **sourcing solutions that promote and facilitate the ecological transition**, and discussing these issues with its customers, suppliers and subcontractors. Together, they share experimentation outcomes at special day-long interaction sessions.
 - » At the end of each worksite project, NGE assesses the **environmental performance** of its suppliers and subcontractors, with special emphasis on compliance with NGE instructions and Environmental Essentials.
 - » NGE includes its subcontractors and service providers in the process of conducting worksite and fixed site **environmental analyses** using the Group’s REFLEXE tool to analyse their activities and associated risks. The resulting inspection measures are then incorporated into specific monitoring plans.
 - » NGE supports its VSE/SME suppliers and subcontractors by offering them a series of ecological transition **training and awareness-building modules**.
 - » NGE **questions and challenges its major suppliers and subcontractors** about their decarbonisation ambitions and strategies.
 - » NGE maps the environmental risks posed by its purchasing families, and since 2024 has systematically taken the **environmental performance of partners' solutions** into account when comparing contract tenders. 100% of supply and subcontracting contracts worth €100k and above contain environmental criteria including carbon assessment, use of recycled/recyclable materials, environmental certifications, etc.
- Because **involving all stakeholders is essential** to the effective introduction and successful achievement of our targets:
- » From 2025 onwards, NGE will design structures that promote and encourage ecomobility **among users of its concessions**, at the same time as contributing to the development of **renewable energy projects**.

PARTNERS COMMITTED TO
THE PLANET

Taking action and driving innovation to protect the environment and make a useful contribution to the regions alongside our customers, co-contractors, suppliers and subcontractors



ENVIRONMENT PLAN 2024-2028

Taking action for *CLIMAT*



-4% GHG emissions annually

for Scopes 1&2 vs. 2019 (the baseline year)

Focus on the carbon intensity target
for public contracting, i.e.

275 kgCO₂eq/€kAR

for all 3 Scopes

**20% reduction in fossil
energies**

as a proportion of the energy mix (Scopes 1&2)

**Increasing the proportion
of activities**

that contribute to the development of
low-carbon mobility, the energy transition and regional
adaptation



Taking actions and driving innovation with our *PARTNERS COMMITTED TO THE PLANET*

Acting and innovating with our customers, co-contractors, suppliers and subcontractors for the

preservation of the environment and being useful to the territories

Conserving *RESOURCES,
WATER AND BIODIVERSITY*



**Recovering 90%
of waste**

(across all streams)

**Expanding the range
of materials**

recovered in our REVAMA® centres
by introducing new areas of expertise

Adopting measures to encourage

**biodiversity
in 100% of projects**

from the design stage through construction to operation

**Increasing the proportion
of activities**

involving the protection and conservation of natural
resources

Making the environment an
operational *REFLEX*



100% of entities

using the REFLEXE environmental management tool

100% of our worksites

compliant with our

8 Environmental Essentials



**Ecological transition
training**

for 100% of employees

50% of the R&D budget

devoted to environmental issues



3

Governance, management & reporting

As a key stakeholder in the design, construction, operation and maintenance of towns, cities and infrastructures, NGE puts the urgent need to address climate change and biodiversity loss **at the heart of its corporate strategy**. The stakes are high, and our Group companies must **adapt and transform accordingly with all our characteristic agility**. The 2024-28 plan we have prepared is simultaneously ambitious and realistic. Our governance structures embrace our vision and will ensure that we advance this plan in an effective and timely manner. To help us deliver on our commitments, we have adopted a governance structure adapted **to every level of our organisation across all our operational entities and central services departments**. It is the combination of their strengths and ability to involve all stakeholders at every link of the chain that will make it possible to identify and implement solutions that achieve our climate, resource and biodiversity targets.



HERE, I ACT

Governance, management and reporting

VISION CO-CONSTRUCTION REVISION



The CSR Department

- Develops the vision and leads the plan co-construction process
- Facilitates its rollout
- Coordinates its annual review

VALIDATION



The Executive Management Team

- Validates the plan for the period to 2028 and its annual updates

ADOPTION INTEGRATION



The Operations and Central Services departments

- Adopt the plan and incorporate it into their annual roadmaps
- Adapt the action plan for their own contexts

PROGRESS REPORTING



The environmental experts for each Operations and Central Services department

- Consolidate quarterly reports for their scope of responsibility
- Ensure that the results are sufficiently transparent and ready for audit

The Operations and Central Services departments

- Monitor action progress and report quarterly to the Executive Management Team at progress review meetings or Supervisory Board meetings

CONSOLIDATION ANNUAL AUDIT ASSESSMENT



The CSR Department

- Consolidates the quarterly reporting process and works with the Executive Management Team to monitor plan implementation progress at Central Services Committee meetings
- Assesses the degree to which operational and strategic targets are being met
- Prepares the Plan implementation progress review and annual report
- Coordinates the various audits