

Business model

RESOURCES

HUMAN CAPITAL

- 68% of employees trained
- 7 years' average service
- Attentive, autonomous, hands-on senior managers
- Plate Forme: our in-house Apprenticeship Training Centre (ATC)
- 195 risk prevention officers
- 2.72% of payroll dedicated to training

14,746 EMPLOYEES
(11% REPRESENTATION OF WOMEN)

INDUSTRIAL AND INTELLECTUAL CAPITAL

- 50 workshops in France
- 20 asphalt plants and 15 quarries
- LC2 in-house asphalt research laboratory
- €103 m investment in Plant & Machinery
- 52 innovations under development
- €6 m R&D budget
- 233 Scientific & Technical Department employees

10,164 SITE PLANT & MACHINES, VEHICLES & HEAVY GOODS VEHICLES (HGVS)

REGIONAL ROOTS

- 10,900+ project worksites
- 158 branches
- An operating presence in 17 countries
- 18 structures managed under concessions

ENVIRONMENTAL POLICY

- 2022 ENVIRONMENT PLAN
 - 4% reduction in GHG emissions every year from now until 2030
 - At least one materials recovery and recycling centre per region, monitoring of water consumption and 80% of waste recovered and recycled
 - 1/3 of the R&D budget devoted to environmental issues and the targeting of new business in environmental contracting
- Onboarding of all employees
- 68% of annual revenue generated from ISO 14001 certified operations
- 92% of regions have at least one materials recovery and recycling centre
- The New Generations Fund: an environmentally-focused corporate patronage structure

FINANCIAL CAPITAL

- €145 m in shareholder equity
- €4.4 billion order book
- Net leverage ratio: 2.06
- 8,000 employee shareholders

WORKING TOGETHER TO BUILD ENGINEERED STRUCTURES THAT

ARE CHANGING THE WORLD AND WHICH WE CAN BE PROUD OF

MULTI-EXPERTISE
Our global construction and contracting offer delivers a seamless and comprehensive platform of expertise which gives us the self-sufficient capability to undertake every type of project.

- Urban Infrastructures & Earthworks
- Pipelines & Other Underground Networks
- Road Building & Road Equipment
- Civil Engineering
- Geotechnical Solutions
- Rail Contracting
- Building Construction
- Project Funding

LOCAL PRESENCE
Our decentralised organisational structure keeps us close to our customers, so that we can build high-quality relationships for the long term.

EXPERTISE
From funding, through design and construction to ongoing maintenance, our teams put the full range of their expertise to work for our customers.

RESPONSIBILITY

- Putting people first
- Ecological transition
- Regional roots
- Strong culture of corporate social responsibility

VALUE CREATED

HUMAN CAPITAL

- €702 m paid annually in wages and personnel costs
- 94% employed under permanent contracts
- 613 work/study contracts in place
- Occupational accident frequency rate: 13.52
- Workplace gender equality index: 85/100
- 21% of equity capital owned by employees (exc. senior executives)
- €14.5 m paid under compulsory and voluntary profit-sharing schemes

REGIONAL ROOTS

- €1.9 bn in purchases
- €138 m in capital investment
- 22,002 suppliers 54% of which are SMEs
- 43% of expenditure paid to SMEs
- 93% of purchases for French activities are made in France
- €39 m paid in taxes
- 828,172 € in corporate patronage donations

ENVIRONMENT

- Development of the ESTAY and REVAM'APP carpooling and waste management apps
- 76% of materials recovered for reuse
- 53% of innovation investment devoted to environmental issues. System to prevent self-seeded Invasive Alien Plants
- 7 employee-driven non-profit environmental projects supported by the New Generations Fund

4,825 NEW RECRUITS

INDUSTRIAL AND INTELLECTUAL CAPITAL

- 100% of new plant and machinery fitted with automated engine shutdown timer systems since 2017
- 78% of trucks comply with the latest Euro6* emission standards

FINANCIAL RESULTS

- Annual revenue: €2.776 bn
- €29 m paid in dividends
- Cash: €455 m

