

CREATING VALUE TODAY AND TOMORROW





Fabrice GUEGAN
President of ETF

I am particularly proud of this **first CSR report, which marks an important milestone in our journey**. Just two years ago, we embarked on this adventure with the ambition of **reducing our impact and improving our corporate social responsibility** through five strategic pillars and seven major challenges that guide our daily actions.

Today, I am delighted to see that **we have made significant progress**. Thanks to the unwavering commitment and mobilisation of all our stakeholders, we have implemented numerous concrete initiatives to reduce our carbon footprint, promote inclusion, foster health and well-being at work, and much more!

I would like to emphasise that **this achievement is the result of a collective effort**. Internally, everyone has contributed by trying out innovative ideas and/or adopting new behaviours. Externally, our customers and partners have also played a key role by sharing their expectations with us and working with us to develop sustainable solutions. **The AFNOR «confirmed» certification, obtained at the end of 2024, attests to our efforts and the quality of our approach.**

Of course, we do not intend to stop there. This report is a milestone, an opportunity **to highlight our progress and successes**, but also to **refocus on the goals we have set ourselves**. It reminds us that CSR is at the heart of our strategy and part of our DNA. **I am convinced that we cannot talk about overall performance without a strong CSR policy!**

Let us therefore continue our collective efforts with the same enthusiasm that characterises us. Together, let us make ETF an increasingly responsible company that is committed to sustainable development.

Thank you for your commitment.

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CSR: A CREATIVE APPROACH VALUES FOR TODAY AND TOMORROW

At ETF, Corporate Social Responsibility (CSR) is now a strong commitment. As you will see in this report, it involves integrating social, environmental and economic issues into our actions in order to build a sustainable future for all.

ALIGNING OUR CSR APPROACH WITH THE VINCI GROUP'S AMBITIONS WHILE AFFIRMING OUR UNIQUE BUSINESS

Our approach is fully in line with the VINCI Group's core values, as defined in the Manifesto, particularly in terms of ethics, prevention, employment & training and the environment. Together, we share the ambition to build a sustainable and inclusive future, placing people at the heart of our concerns.

As a major player in railway construction, we contribute to this by **promoting sustainable mobility solutions**, facilitating access for all to the entire territory and to health, education and commercial services, and by promoting a more inclusive society.

Our business and our raison d'être are inherently linked to key CSR issues.



A strong CSR policy is the essential foundation on which we build our overall performance.

Fabrice GUEGAN - President of ETF



OUR CSR COMMITMENT: A STRONG CONVICTION AND AN AMBITION TO SET AN EXAMPLE FOR A RESPONSIBLE COMPANY

Our CSR approach responds to a dual need. On the one hand, it reflects **the growing expectations of our customers**, with whom we have co-developed it, and who want to partner with companies that are committed to sustainable development.

On the other hand, it is a **major challenge in terms of connecting** with the community and our employees, who are also citizens.

That is why, two years ago, we decided **to adopt a strong CSR policy at the heart of our corporate vision**. By integrating social and environmental criteria into our daily decisions, we are creating **an environment conducive to innovation and growth**, while contributing to a more sustainable future.



A MULTI-VOICED CSR: CO-CONSTRUCTION AT THE HEART OF OUR APPROACH

ETF's CSR approach is the result of an ambitious co-construction process. By involving our customers, suppliers, partners and employees in a «stakeholder committee» from the outset, we have collectively built a tailor-made policy to meet the challenges of the sector. At the same time, to structure our approach and create synergy, we have established a solid governance structure with a CSR management committee and a steering committee, responsible for defining strategic directions and monitoring actions, respectively.

To ensure that our CSR approach remains dynamic and involves all stakeholders, we have implemented a dedicated management system.



THE 5 PILLARS OF OUR CSR APPROACH

Our CSR approach is rooted in a corporate culture based on transparency and the recognition of the right to make mistakes. We therefore encourage open and constructive dialogue that promotes

taking initiative. By creating an environment of trust, we encourage the emergence of innovative and sustainable solutions.

1 HEALTH & SAFETY



Training, awareness, risk prevention, communication and listening are at the heart of all our actions in the field of health and safety at work, with the main objective of protecting all our employees..

2 ENVIRONMENT



Our environmental commitment is reflected in a collaborative approach to continuously improving our practices, raising awareness and developing innovative solutions to reduce our carbon footprint and preserve biodiversity.

3 EMPLOYMENT & EDUCATION



Training, integration and employability for young people, gender diversity in the workplace and inclusivity are all key issues for ETF in improving working conditions for all our employees.

4 BUSINESS ETHICS



Guided by business ethics, we are committed to always acting with integrity and transparency in all our activities, respecting the rules competition rules in order to contribute together to a healthy economic environment.

5 RAIL MOBILITY



To accelerate the transition to greener mobility, we are engaging our teams to become true ambassadors and are lobbying at various levels to create an environment conducive to the development of rail mobility.



HEALTH & SAFETY

At ETF, we firmly believe that the health and safety of our employees is one of the keys to our success. That is why we have implemented an ambitious occupational health policy aimed at providing everyone with a safe environment that is conducive to the fulfilment of their duties.

Our approach is based on prevention and support, taking into account the specific needs of each individual.



PILLAR

01

INVESTING IN HEALTH AND SAFETY EMPLOYEES

By investing in the health and well-being of our teams, we are laying the foundations for a successful and fulfilling company. That is why, in 2024, we formalised our Health & Safety policy around four key areas to support employees throughout their career with the company: People are our greatest asset and are at the heart of our organisation / Leadership from management / Training to acquire the right level of knowledge / Placing health and safety at the heart of our business cycle.

A TAILOR-MADE INTEGRATION PROGRAMME FOR ALL OUR NEW RECRUITS

To ensure the successful and safe integration of our new employees, we have set up a **tailor-made two-day induction program**. This comprehensive course enables them to **acquire essential knowledge essential knowledge about health and safety at work** and familiarize themselves with **the specific features of our construction sites**. By providing them with the right tools from the outset, we equip them to carry out their tasks with confidence, while contributing to our safety culture.

DEDICATED TRAINING FOR A BETTER QUALITY OF LIFE AT WORK (QWL)

Given the specific nature of our jobs (night shifts, frequent travel, specific regulations), we decided to take action by implementing **a continuous training policy**. From **improving professional skills** to training **focused on healthy living**, we aim to cover all aspects of health at work.

In collaboration with our internal Occupational Health Service and ETF Academy, various workshop formats have been adapted to the needs of each agency. Whether it's nutrition, healthy living or sleep quality, our goal is to give everyone the keys to a better working life and long-term health.

PUTTING HEALTH AT THE HEART OF ALL PROJECTS THROUGH A ROADMAP AND NETWORK OF REFERENCE POINTS

To ensure a safe and healthy working environment for all our employees, we implement **an annual, personalised health and safety roadmap for each agency**. This plan actions, makes it possible to identify the specific challenges of each site and define the concrete actions on which it should focus. In 2024, one

of the key challenges was training in relation to the SECUFER decree.

All employees of railway companies are now required to be trained and certified to work on the tracks.



100%
OF TRAINING

were
validated in
2024 among
ETF staff

+1000
EXTERNAL
PEOPLE

Number of people trained by the
ETF Academy

Thanks to the creation of a **network of more than 50 Quality, Prevention and Environment (QPE) specialists** spread across the country, our various agencies and sites benefit from **unfailing support in implementing this roadmap**. They also take proactive action in the field to raise **awareness of occupational risks** and support teams from the project design stage onwards to **identify and prevent potential hazards**. «Anticipate, prevent, protect» is our motto!



PILLAR 01 : HEALTH & SAFETY

BEING ACTIVE IN OUR SAFETY WITH E-CARE, A PLATFORM FOR REPORTING RISK OR NEAR-ACCIDENT SITUATIONS NEAR MISSES

Thanks to our online **E-care tool**, which is accessible to **everyone, anytime, anywhere**, anyone can quickly and easily report any situation they consider risky from their mobile phone. These reports are then **processed by the QSE department**. By analysing the data reported, we identify trends and implement appropriate corrective actions. By encouraging everyone to **report these situations** in a transparent manner, we promote a culture of prevention where everyone feels **responsible for their own safety and that of their colleagues**.



CREATION OF AN INTERNAL OCCUPATIONAL HEALTH SERVICE (OHS) IN BEAUCHAMP, FRANCE

Composed of qualified healthcare professionals, our occupational health service offers personalised care to more than **1,500 employees in the Île-de-France region, tailored to the specific nature of our professions**, which are often physical and carried out at night.

Thanks to **state-of-the-art medical equipment** (audiogram booths, vision testing devices, electrocardiograms, etc.), our OHS department can detect health issues early on and implement appropriate preventive measures. This strategic investment not only **improves quality of life at work**, but also **reduces absenteeism and boosts our teams' performance**.

For the creation of this internal medical centre, including the purchase of equipment and the fitting out of the premises

150k€
INVESTED

5
FULL-TIME
PROFESSIONALS

2
DOCTORS

2
NURSES

1
MEDICAL
ASSISTANT

serving

1500
EMPLOYEES
(half of ETF's workforce)



ERGONOMICS AND WELL-BEING: 15 FIRST WORKSTATIONS AUDITED AND REDESIGNED IN 2024

To improve working conditions for our employees and prevent musculoskeletal disorders, we launched **an in-depth study of workplace ergonomics** in 2024. Fifteen workstations have already been analysed and concrete action plans have been put in place to optimise the environments in question. In 2025, we will continue these efforts by extending this analysis to 15 new workstations. To carry out these projects, **we have strengthened the skills of our QSE advisors** so that they can provide the best possible support to our teams in the field.



Welder at the Equipment Maintenance Agency



Poste aspiration fumée - Agence Maintenance Matériel

MENTAL HEALTH, A PRIORITY: ESTABLISHMENT OF A LISTENING SERVICE WITH THE EMPREINTE HUMAINE PRACTICE

We know that balancing work and personal life can sometimes be difficult, especially when we have to work nights or away from our loved ones. That is why, in February 2024, we set up **a support service in partnership with Empreinte Humaine**. Available 24/7, this helpline allows all our employees **to benefit from personalised, neutral and compassionate support**, without judgement, provided by **clinical psychologists trained for this purpose**.

EMPREINTE HUMAINE FIRM



EMPREINTE HUMAINE

Bien être, bien vivre, bien faire.

Founded in 2012, Empreinte Humaine is a recognised player in the field of quality of life at work (QLW) and psychosocial risks (PSR).

 **HOTLINE
NUMBER** **0 805 691 674**



This support service has enabled 10 of our colleagues to receive personalised psychological support. Simply knowing that such a service exists can be reassuring for our employees, and that is what matters most to us!

Bertrand MURCIER - Human Ressources Director, ETF

ENVIRONMENT

Faced with the climate challenge and in line with the 2050 carbon neutrality targets, we are actively committed to reducing our carbon footprint and preserving biodiversity as much as possible. By working together with our teams, partners and customers, we are rolling out innovative and sustainable solutions. Together, we are committed to building railway infrastructure that is increasingly environmentally friendly and contribute to a sustainable world.



PILLAR

REDUCING OUR CARBON FOOTPRINT: A COLLECTIVE CHALLENGE

At the heart of today's environmental challenges, global warming is a key issue. This phenomenon, resulting from the accumulation of greenhouse gases (GHGs) in the atmosphere, has a significant impact on ecosystems and human societies. As a responsible company, we have made the fight against climate change a core part of our strategy.

Volume generated by our activities each year, **95% of which is directly linked to the use of fossil fuels by our vehicles.**

For several years, we have been pursuing a comprehensive and collective approach to reducing our carbon footprint. The actions presented in this report illustrate the scope of our commitments and the progress made in 2024.

30k
TONNES
OF CO₂

ACTING ON VEHICLES AND MACHINERY: ELECTRIFICATION, «START & STOP» AND GREEN FUEL CHOICES

ETF has embarked on an ambitious program to electrify its fleet. **By 2035, 100% of the fleet's 5-seater vehicles** will be electric models. Since 1 January 2025, every new employee whose role requires a vehicle will be provided with an electric vehicle will **automatically have a fully electric vehicle**. The electrification of construction machinery and commercial vehicles is more complex due to the still limited market offering. We are exploring all opportunities to decarbonise our fleet and **innovating in the hybridisation of existing machinery**.

To address this current constraint, we have also developed a **technology that automatically shuts down the engine during periods of inactivity, known as «Start & Stop»**, on our construction vehicles. This significantly reduces our CO₂ emissions and optimises the maintenance costs of our vehicles. We have achieved a **10% reduction in idling time** on our G1206 locomotives.

We are also committed to using **HVO 100**, a 100% renewable biofuel, to power our construction equipment. This allows us to reduce our dependence on fossil fuels and demonstrate our commitment to being at the forefront of innovation in sustainable development.

Percentage of our non-road diesel consumption replaced by HVO 100 in 2024

25%



C'est moins la façon dont nous agissons, mais plutôt les orientations fortes que nous prenons qui ont un impact positif. Réduire nos émissions de GES, en utilisant des biocarburants et en optant pour des équipements électriques, est essentiel pour être vertueux sur toute la chaîne de valeur.

Bertrand MURCIER - Human Resources Director at ETF

RAISING AWARENESS AND SUPPORTING OUR EMPLOYEES IN ECO-DRIVING

With ETF Academy, we have set up **eco-driving training courses for some of our employees**. By 2024, these courses will have enabled around **100 people identified as «frequent drivers»** to adopt more environmentally friendly driving habits, such as anticipating traffic, driving at a more consistent speed and using air conditioning less, thereby significantly reducing fuel consumption.

MEASURING TOOLS TO MANAGE THE CARBON FOOTPRINT

Our comprehensive and proactive approach to sustainable development, driven by the NEXT tool, enables us to accurately monitor the evolution of our carbon footprint. The results achieved demonstrate our commitment to achieving the objectives aligned with the VINCI Group's ambitions.

-5,6%

reduction in CO₂ emissions
in 2023 compared to 2022

-1,5%

reduction in CO₂
emissions in 2024
compared to 2023

1,2M
LITRES

of HVO 100
used in
2024

We have also implemented a **system to track our employees' business travel**. By measuring the kilometres travelled by each employee, we obtain a clear picture of our carbon footprint related to transport. This enables us to **identify the most effective levers for action and to put in place incentives to encourage our employees to adopt greener modes of transport** such as cycling, public transport or carpooling.

TAKING ACTION AT OUR LEVEL TO PRESERVE BIODIVERSITY

Innovating together to preserve: this is the commitment we have made to all our stakeholders. By implementing innovative solutions such as reporting potential environmental incidents, recycling waste from our industrial sites and optimising our water consumption, we are working every day to preserve ecosystems.

REPORTING POTENTIAL INCIDENTS: A PROACTIVE APPROACH TO PROTECTING THE ENVIRONMENT

To prevent any negative impact, we have set up a **system for reporting potential incidents on 16 construction sites in 2024**. This continuous improvement system, coupled with environmental performance indicators, enables us to identify areas for improvement and implement the necessary corrective actions through our QHSE representatives. **A bonus-penalty system, included in our contractual clauses**, rewards virtuous initiatives and penalises non-compliance. This means that if we exceed our commitments, we receive financial rewards!

16
WORKSITES
IN 2024

with a reporting system
potential incidents



OPTIMISING WASTE MANAGEMENT ON OUR INDUSTRIAL SITES

The implementation of a **standardised process on our industrial sites** (45% of ETF sites), in partnership with Waste Marketplace, enables us to **accurately measure the quantities of waste produced and ensure optimal recovery for each site**. Building on this success, we would like to roll out this approach across all our projects. In addition, we also recycle waste (ballast, sleepers and rails) on behalf of SNCF Réseau. We recycle 100% of ballast and concrete sleepers with Eurovia and AFC Recycling and condition the rails into 145 ml bars for reuse on closed-line construction sites.

At the same time, we have **reviewed our purchasing practices, giving preference to products with minimal or recyclable packaging**. The goal? To reduce our waste production and promote more responsible resource management!

Percentage of waste from our industrial sites recycled by 2024

80%

100%

Of ballast and rails removed are either reused or recycled

Alignment rate of our activities with the European taxonomy. ETF is 100% eligible.

92%

REDUCING WATER CONSUMPTION WITH OUR NEW WETTING SOLUTION

Until now, ballast treatment operations at our industrial sites required large volumes of water to wash the ballast and control silica dust, which is hazardous to the health of our employees. To remedy this, we have installed **mobile closed-loop wetting units**, reducing our water consumption at our base by 70%!



EMPLOYMENT & EDUCATION

Together, we are building a future where employment and education are drivers of growth and well-being! Our concrete actions aim to develop everyone's talents, open doors to employment and improve working conditions for all our employees. More than an obligation, it is a constant commitment to achieving lasting social and economic impact. Let's work hand in hand to attract and retain talent to build a better, more inclusive world!



PILLAR

03

WORKING TOGETHER FOR EDUCATION AND EMPLOYMENT

At ETF, we are firmly committed to four priority areas for advancing education and employment: opening the doors to training for all, boosting everyone's employability, encouraging diversity by increasing the number of women in our teams, and building an even more inclusive environment for people with disabilities.

PROMOTING ACCESS TO TRAINING TO MEET THE CHALLENGES OF TODAY AND TOMORROW

At ETF, we grow together! Convinced that every talent is a valuable resource, we invest in a **wide range of training courses tailored to the needs of each individual**, regardless of their level and/or profession. This approach helps to enhance our company's appeal, both internally and externally, and its ability to adapt.

5%

DE LA MASSE
SALARIALE

ETF's commitment to training is reflected in a significant investment of **5% of its payroll**. This effort is essential **to develop the skills of our employees**, many of whom do not have a background in the railway sector, and to meet the requirements of our customers. the skills of our employees, many of whom do not come from the railway sector, and **to meet regulatory requirements**

Hours of training provided by ETF Academy, our internal training centre, to support the skills development of all employees.

39 000 h

TRAINING PROVIDED
IN 2024

FACILITATING THE PROFESSIONAL INTEGRATION OF YOUNG PEOPLE: THROUGH TRAINING AND SUPPORT

At ETF, we believe in **collective intelligence**. Working closely with our partner schools (both national and local), we are building a promising future together. Schemes such as work-study programmes, subsidised contracts and enhanced support are essential **in helping them find long-term employment**. In addition, we have implemented two innovative initiatives:

- We offer a **unique two-year recruitment program** for our most promising young talents: **"the Graduate Program"**. This intensive course allows them to discover different professions and regions while developing key skills. Our goal? To prepare them to become the leaders of tomorrow. In 2024, 64 young people have already been recruited through this program!
- In order to strengthen our corporate culture and accelerate the integration of new talent, **30 «mentors» were selected in 2024** to provide individual support. This mentoring program helps to build links between generations and pass on our company's core values.



PILLAR 03 : EMPLOYMENT & EDUCATION

ACCELERATING THE FEMINISATION OF OUR PROFESSIONS TO CONTRIBUTE TO A MORE INCLUSIVE WORLD

As a pioneer in the railway sector, we want to set an example in terms of diversity, and that includes gender equality. We are aware that our industry attracts too few female applicants, but we are committed to fighting stereotypes and firmly believe that talent has no gender.

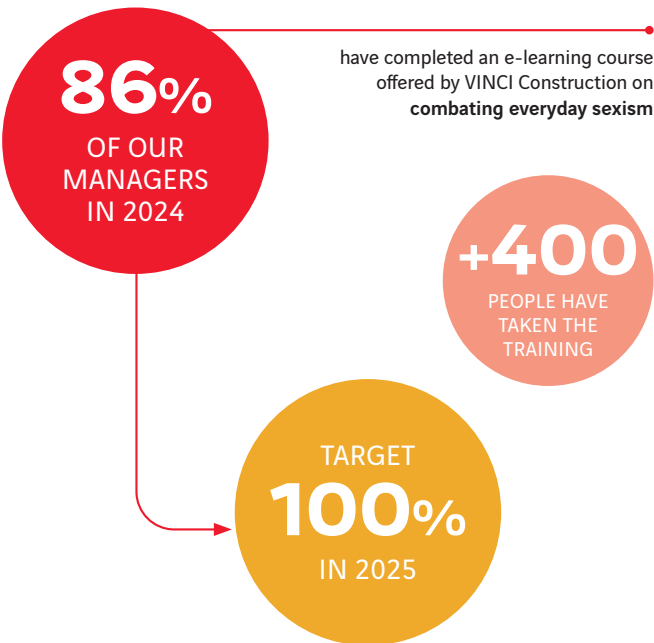


We cannot afford to lose 50% of the national workforce!

Bertrand MURCIER
Human Resources Director, ETF

To achieve this, we have rolled out a training program offered by VINCI Construction on combating everyday sexism to all our managers and encourage them to take action and raise awareness in this area.

At the same time, thanks to our partnership with the «Elles bougent» association, we have set up a network of mentors who visit schools and colleges to introduce young people to careers in the rail industry and, who knows, perhaps inspire some future female engineers!



THE ASSOCIATION « ELLES BOUGENT »



Elles bougent

Created to combat stereotypes, the association «Elles bougent» opens the doors of scientific and technical professions to young girls.

SUPPORT EMPLOYEES WITH DISABILITIES TO ENHANCE THEIR WORKING LIFE

Convinced that inclusion is a collective effort, we work closely with the VINCI Group's TRAJEO'H association to create an inclusive working environment. Through this program, we provide personalised support to our employees with disabilities, identifying their specific needs and implementing appropriate solutions. Our goal? To promote job retention at ETF or elsewhere, skills development and workplace adaptation.

TESTIMONIAL

After being diagnosed with cancer, Yousseuf Konaté was able to adapt his career path with the help of ETF and TRAJEO'H. He went from being a mason's assistant at the Civil Engineering agency to a documentation assistant at Axians, where he is currently training to move into the IT network.



**Don't hesitate,
don't be afraid!**

Yousseuf Konaté
Documentation assistant
at Axians

Karine GUILLAUME GOLFIN

BUSINESS MANAGER - AXIANS

Sonia RODRIGUEZ

DISABILITY PROJECT MANAGER - TRAJEO'H

Yousseuf KONATÉ

DOCUMENTARY ASSISTANT - AXIANS

Jessica SCHMITT

HUMAN RESOURCES MANAGER - ETF

BUSINESS ETHICS

Respect for ethical values is at the heart of our corporate culture. It guides us in every decision and action we take, ensuring that each and every one of us acts responsibly and always with integrity. We are therefore committed to complying with competition rules, fighting against all forms of corruption and ensuring transparency in all our operations. By acting responsibly, we help to strengthen the trust of our customers, our employees and all our stakeholders.



04
PILLAR

BUILDING EXEMPLARY BUSINESS AND COMPETITION ETHICS

Working hand in hand, we strive every day to enhance the transparency of our actions and promote exemplary business practices. Our approach is based on fundamental values such as integrity, transparency, respect and loyalty.



Ethics is everyone's business at ETF. We go beyond words and simple legal obligations to build a working environment where everyone is committed to respect, integrity and the company's values.

Nabila CHENNIT - Legal Director, ETF

BUSINESS ETHICS: A CONSTANTLY EVOLVING APPROACH AND A MATTER FOR EVERYONE

We have rigorous programs in place to ensure compliance with laws and regulations, prevent corruption and influence peddling, and ensure that competition laws are respected.

These programs are based in particular on:

- Risk analysis of procedures
- Awareness-raising and training on rules and best practices for risk prevention
- Assistance with prevention and detection
- Analysis and feedback

In 2024, it was reviewed and supplemented at various levels with the support of our teams:

- Updating our mapping of the risks to which our company is exposed, based on feedback from our employees
- Raising awareness among employees exposed to corruption risks through dedicated training courses
- Establishment of a register of «gifts and invitations» to ensure transparency in our relationships

100%
OF COMPANY
MANAGERS

have been trained
and made aware

IDENTIFYING CONFLICTS OF INTEREST

In our quest for ever greater efficiency and transparency, we have been **actively working to modernise our conflict of interest reporting process**. Thanks to our **new online tool, accessible via the ETF intranet**, employees can report any situation that could compromise their impartiality or ours in just a few clicks. This approach is fully in line with our commitment to promoting a corporate culture based on integrity and transparency.

TRAINING FOR FAIR COMPETITION

This proactive approach enables us to prevent any misconduct and protect our interests and those of our partners. Designed **in collaboration with a specialist law firm**, we raise awareness among our teams of **the Group's policy, competition rules and the risks involved** in anti-competitive practices.

Our goal? To act with complete transparency and protect everyone's reputation.



RAIL MOBILITY

Our planet is searching for solutions to reduce its carbon footprint. As such, rail mobility must be seen by all as an obvious answer. Trains, metros and trams are much less polluting than cars and planes. As citizens, by choosing trains for our passenger, freight and tourist travel, we are actively contributing to the preservation of the environment. This is therefore the *raison d'être* of ETF, which promotes the challenge of rail mobility.



PILLAR

05

PROMOTING RAIL MOBILITY, KEY TO THE TRANSITION ENERGY



We are fortunate to be able to contribute to the development of green mobility in the form of rail transport, while questioning our practices and working methods in order to minimise our environmental impact during our projects.

James DOUYÈRE - Managing Director,
Regional & Specialised Activities, ETF

Given this situation, and as a major player in rail transport, we are convinced that rail is the solution of the future for sustainable mobility. That is why we are committed to actively promoting this solution both internally and externally, making our employees our ambassadors.

OUR EMPLOYEES, KEY PLAYERS IN SUSTAINABLE MOBILITY

Every intervention by our teams, whether laying a sleeper, a rail or ballast, has a common goal: **to ensure the smooth flow and safety of rail transport**. By contributing to the maintenance and development of the rail network, we enable more people and goods to travel efficiently and in an environmentally friendly manner. **Every employee, at their own level, plays a part in this essential mission** of keeping trains running safely and promoting sustainable mobility.

Promoting green mobility starts with us, within the ETF teams. We make sure to raise awareness and get all our employees involved in our purpose and mission to promote green mobility through lots of different training and regular communication. We know that **they are the first people to take action and act as ambassadors** for our CSR approach and for rail mobility.

MAKING OUR VOICE HEARD: OUR LOBBYING FOR RAIL

Aware that the scale of this challenge goes beyond our own sphere of action, we engage in dialogue with all relevant stakeholders to build a more sustainable future.

To this end, **we lobby policy makers, associations and trade unions to promote the advantages of rail mobility**. Our goal is **to have rail recognised as a sustainable, efficient transport solution** that is well suited to a wide range of economic and social challenges, from job creation to regional development.

Our actions extend to engineering schools such as École Centrale Lyon and Lille and Arts et Métiers Paris, with which we are now forging new partnerships thanks to rail mobility. In order **to enhance our attractiveness as an employer** and recruit the best talent, this commitment to green mobility is being promoted and is **attracting more and more young graduates who want to give meaning to their careers!**



A COLLECTIVE PROJECT, A SHARED SUCCESS

2024, KEY FIGURES TO REMEMBER

HEALTH & SAFETY

950

is the number of incidents reported by our teams to **improve safety on our construction sites**

ENVIRONMENT

100%
OF WASTE

(ballast, sleepers, rails) from industrialised construction projects are tracked. This represents **45% of the construction sites** on which ETF worked in France in 2024

EMPLOYMENT & EDUCATION

39 000
HOURS

of training provided by the ETF Academy in 2024, i.e. 1,000 hours more than in 2023

BUSINESS ETHICS

100%
ETF MANAGERS
AND EXECUTIVES

signatories to the VINCI Anti-Corruption Code in 2024 as of 01/2025

RAIL MOBILITY

1267
CONSTRUCTION

achieved in 2024 for more than 300 clients in favour of soft mobility

WHAT OUR STAKEHOLDERS SAY: THEY TALK ABOUT OUR CSR APPROACH

Internally, CSR is **deeply rooted in our DNA**. It has helped highlight and reinforce commitments and practices that are already **well established at ETF**. This has facilitated its operational implementation and enabled us to go even further by challenging ourselves on these issues. Externally, the perception is very positive! Our customers recognise our efforts and are increasingly choosing us for our CSR practices.

Our CSR policy has received positive internal and external assessments, demonstrating rapid and consistent progress although recent.

The support of all members is remarkable, demonstrating its successful integration into our values. We can be proud of this!

Fabrice GUEGAN - President of ETF



CSR is the result of a collective commitment. By raising awareness among everyone, we are empowering people to take action and shape a better future. By understanding the issues at stake, we can all contribute to the transition to a more sustainable economy. Everyone has their own level and role to play!

Alexandre MOURET

CSR Sponsor & Regional Director, Major Railway Projects, ETF

CSR PROGRESS RECOGNISED BY AFNOR



We also sought the expertise of AFNOR, a major player in CSR certification in France, to assess our progress. After an in-depth audit, our status is «confirmed». For AFNOR, this means that ETF has a CSR approach that is firmly embedded in its strategy and operations. We have performance indicators in place and are implementing continuous improvement measures. Well done, everyone!

2030 AMBITIONS: OUR ROADMAP FOR THE COMING YEARS

HEALTH: COMBINING INNOVATION AND PREVENTION

Our professions are constantly evolving, and with them, the challenges related to health, safety at work and well-being. It is in this dynamic context that **we must constantly demonstrate agility and adaptability** in order to meet tomorrow's challenges in this area. By investing in innovative solutions and strengthening the culture of prevention within our teams, we guarantee not only the safety of our employees, but also the sustainability and attractiveness of our company.

EXAMPLE OF A MEASURE UNDER CONSIDERATION FOR 2025/2030

- Introduction of a comprehensive health check for employees aged **50 and over**, agreed by VINCI Construction with PRO BTP. All other employees will benefit from **the health check offered by the French health insurance system**.

ENVIRONMENT: CONTINUITY AND AMBITION

Although we have already made **significant progress in decarbonisation**, we are aware that our footprint, particularly for scopes 1 and 2, can still be reduced. To achieve our climate goals, we must **maintain a constant momentum of technical and material innovation**. This means rethinking our production processes, optimising our supply chains and favouring alternative modes of transport.

EXAMPLES OF MEASURES UNDER CONSIDERATION FOR 2025/2030

- We have included in our new construction contracts a target to reduce our carbon footprint by at least 2% per year from 2025 onwards.
- Replace generators with a direct connection to the grid for all our industrial sites by 2025, where possible.
- Electrification of our construction equipment fleet and development of hybrid solutions.

EMPLOYMENT & EDUCATION: HUMAN CAPITAL AND ATTRACTIVENESS

With our business experiencing remarkable growth, it is essential that we maintain the high standards we have set for ourselves. **Significant investments will therefore be allocated again in the coming years to training and employment, demonstrating our commitment to attracting, developing and retaining talent.** Investing in our human capital is essential to maintaining our position among the leaders.





FOLLOW OUR CSR NEWS THROUGHOUT THE YEAR



CORPORATE SOCIAL RESPONSIBILITY • 2025 REPORT