



sixsense

Turning
everyday
into a chance
to act

Our CSR Commitments





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about Sixense

Sixense supports customers through all lifecycle phases of their assets and infrastructure: design, construction, operation and dismantling. Our mission is to monitor the condition and behaviour of assets, securing their construction and optimising their maintenance.

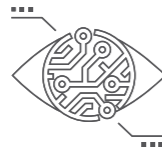
A leading player in new technologies and digital solutions for construction and infrastructure, Sixense offers innovative solutions combining business expertise and easy-to-deploy digital tools.

Our activities are organised around 3 areas of expertise:



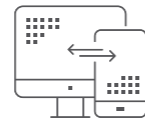
ENGINEERING

Specialised engineering to secure and optimise operations



MONITORING

Instrumentation and monitoring solutions for soil, assets, and the environment



DIGITAL

Business solutions to enhance infrastructure life cycle

a global footprint



AMERICA

Canada
United States
Mexico

EUROPE

United Kingdom
France
Luxembourg
Spain
Portugal
Switzerland
Poland
Hungary
Romania
Ukraine

AFRICA & MIDDLE EAST

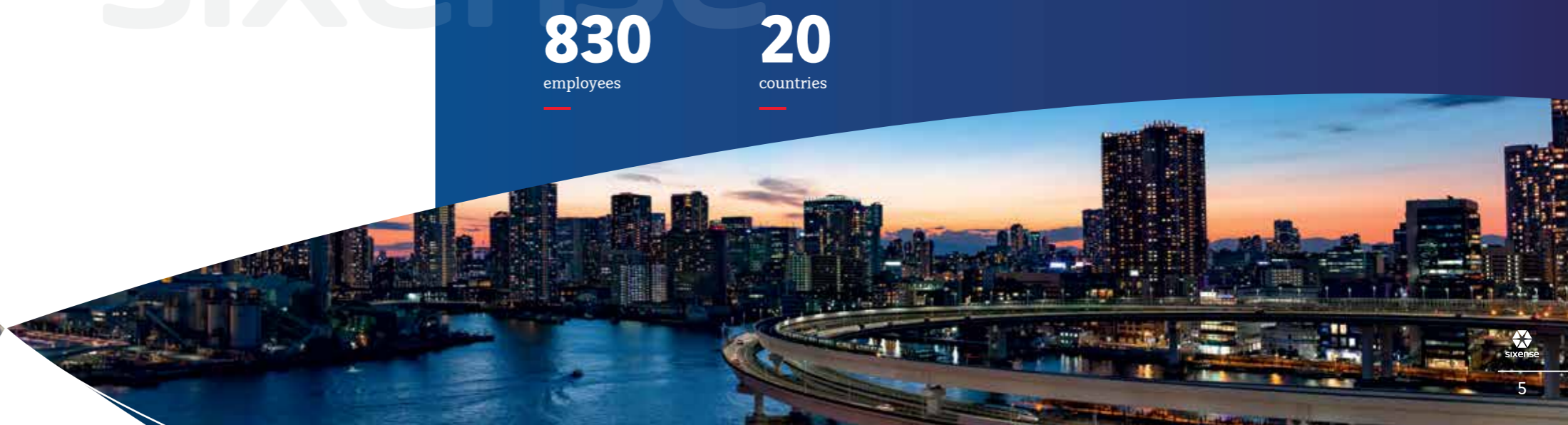
Morocco
Türkiye
United Arab Emirates
Saudi Arabia

ASIA & OCEANIA

Hong Kong
Australia
New Zealand

830
employees

20
countries



editorial

We wanted to make our CSR project a true enterprise-wide initiative. Therefore, from the beginning, our CSR approach has been anchored in the daily activities of our employees. Pascal Berger, Sixense's CEO, along with five employees who were involved in the CSR project team, talk about the origin and implementation of this ambitious collective project.



What was the trigger for the CSR project at Sixense?

Several reasons led us to launch this project :

- Social Responsibility is a major concern for current and future employees, who are increasingly sensitive to social and environmental issues.
- There is a direct link between the mission of our company and social and environmental issues: we provide solutions for infrastructure sustainability, new types of mobility, and the adaptation to climate change.
- When answering tenders, our customers expect us to provide clear visibility on our CSR commitments and actions.

Why now?

Sixense is a relatively young group, formed in 2016 through the merger of several companies, each with their own history and diverse complementary specialities.

Before being able to formalise a common CSR approach, each entity had to find its place within the group, and we needed time to create a coherent and common culture. Now is the right time.

Why initiate CSR at the Sixense Group level?

Each entity was already carrying out its own CSR initiatives around safety, quality of life at work, environment, etc. However, these initiatives were not always visible or sufficiently promoted. To be more effective, we wanted to propose a common framework. Therefore, we launched a centralised approach at the Group level that can benefit all entities, provide visibility of actions taken on the ground, and mutualise our efforts.



Our CSR project is embedded into the Sixense brand and should ultimately be reflected in our operations.

What methodology did you adopt and what resources are in place to roll out the project?

We chose an approach involving meaningful participation from the teams. We wanted an authentic process that is in line with our approach and practices in the field. We set up working groups and organised synergies between the different stakeholders of the project (employees, management and holding company). This allowed us to define a robust CSR strategy and a coherent action plan involving all subsidiaries. To successfully implement this action plan and our CSR Commitments, we applied a variety of human and organisational tools and resources.

What are the next steps?

This document presents our CSR approach and offers a framework that we share with all employees, across all entities, and with stakeholders. We have defined 15 Commitments based on 3 CSR pillars: Economy and Governance, Social/Human/Societal, and Environment. These commitments are illustrated by concrete actions already in place at Sixense.

The next steps? For each of our entities to translate these commitments into new initiatives that are in line with their business and local context.

What is the expected impact of this CSR project?

For us, CSR is a catalyst for performance. We are convinced that it will enhance Sixense's development and lead us into a virtuous circle: the more our company grows, the better we will be able to fulfil the social responsibilities at the core of our business. One of the things that struck me during the implementation of our project was the extent to which CSR is inextricably linked to what we do and how we do it.



Our CSR project is an integral part of our strategy: there is not a strategy on one side and a CSR project on the other. Rather, it is by embodying our CSR principles that we will define our long-term future.



What CSR means for our employees

"I wanted to take part in the Sixense CSR project first and foremost with my daughters in mind, seeing it as a way of improving gender equality in society. I've come away enriched by the great encounters I've had and the many CSR themes I've covered!"
Frédéric Bizet - Project Manager

"I'm a structural design engineer at Sixense necs. I've always been sensitive to CSR issues, and even more so in recent years when it comes to our ecological impact."
Marine Verdier - Research engineer

"The introduction of CSR within companies reflects a growing awareness of the link between economic, social and environmental activities, and of the need to create long-term value."
Rym Belhocine - QHSE Manager

"Sixense's CSR approach reflects our commitment, highlights the efforts we have already made and encourages us to continue making a positive impact on society and the environment in a front-line sector."
Silvère Kramp - Sales & Marketing Director

"CSR means, among other things, promoting an inclusive working environment, developing skills and implementing fair practices that contribute to a positive impact on employees and the community."
Solène Louvel - Human Resources Manager

A collaborative project

Because we believe at Sixense that CSR is everyone's responsibility, we have developed the pillars of our CSR policy and the commitments that define it through a **participatory approach involving our entire organisation.**

Leveraging our collective intelligence to create a 360° vision of CSR

Our CSR policy is the result of a collective effort covering all areas of our business. This was achieved thanks to the involvement of our employees throughout the project, the support of VINCI resources and expertise, and the pragmatic contribution of all our business units around the world.

The result is an approach based on:

- a solid foundation rooted in realities from the field
- commitments covering all domains of CSR: economic; social, human, societal; and environmental
- concrete and traceable action plans, relevant for all our business units.

A working group formed by our employees

To implement our participative CSR project, we set up a working group of 15 employees from various business units in France, covering the full range of our activities. This group held several brainstorming workshops to define our CSR commitments and collect exemplary actions already implemented in our organisations.



Floriane BAUDRY
Human Resources Officer



Nicolas CORTES
SHM Expert Engineer



Marine VERDIÉ
Research Engineer



Zouhair BELHMIRA
Sales Engineer



Guillaume DELOMENEDE
Instrumentation Technician



Solène LOUVEL
Human Resources Manager



Rym BELHOCINE
QHSE Manager



Virginie DUFOUR
Office Manager



Claire MALY
Sales & Marketing Director



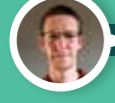
Frédéric BIZET
Project Manager



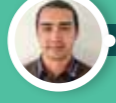
Silvère KRAMP
Sales & Marketing Director



Mathilde SCORDIA
Bid Mvanager



Alexandre BONTE
Geophysics Operator



Nicolas LECLUSE
Chief Technical Officer



Clarisse TRIBOTTE
Survey Officer





Resources used in the Sixense CSR project

CSR tools and interventions from experts; e-learnings; brainstorming and collective creativity workshops; interviews with employees, partners and external stakeholders.

15
Employees

- Volunteers from our 5 business units in France
- Representing all areas of our activities: technical, commercial, support, etc.

8
CSR topics covered

1. Customer relationships
2. Stakeholder relationships
3. Ethics
4. Environment
5. Civic Engagement
6. Safety
7. Diversity and equal opportunities
8. Career paths

4
Workshops

- Discovery workshops on CSR
- Sixense self-assessment by topic
- Brainstorming and concrete action proposals

6
Expert interventions providing insight into CSR issues and practices, exchanges and discussions

100+
Initiatives & Actions proposed and prioritised by the working group during the workshops

Review of Sixense CSR self-assessment and the proposals made for each of the 8 CSR topics covered

Definition of Sixense's 15 CSR Commitments

Collection of exemplary initiatives found within Sixense business units that illustrate our 15 CSR Commitments

Creation of content and communication tools: brochure, film, intranet portal, commitment mini-videos, etc.

We would like to thank all the people who have contributed to the development of the Sixense CSR project:

The 15 employees who were members of the CSR Working Group and all the teams within our business units who have contributed to this document with their actions and testimonies.

We would also like to thank our internal and external partners for their valuable contributions: Henriette McCool, Xavier Planchon, Maïa Laccasagne, Tanguy de Belair, Ophélie Duval, Lorène Dumeaux, Nathalie Martin-Sorvillo, Valérie Schneider, Kahina Dalger and Marine Mercier.

Finally, and because CSR is everyone's responsibility at Sixense, we would like to thank all of our employees who, on a daily basis, act to transform our CSR Commitments into concrete actions.

THANK YOU ALL!



Economy & Governance

We are committed to working every day with our customers, partners, suppliers, subcontractors, and stakeholders to design and implement solutions for the preservation of territories, sustainability of infrastructure and safety of people.

#1 commitment

Contributing to heritage preservation and people's safety

Preserving and protecting, at the heart of our DNA

We provide monitoring, engineering and consultancy expertise to infrastructure builders and owners. Our mission is to monitor the condition and behaviour of assets throughout their lifecycle to ensure the safety of their users.

At Sixense, we are also committed to the preservation of territory and cultural heritage, placing environmental issues at the heart of our development projects.

We support public authorities and relevant organisations in implementing solutions for climate change adaptation.

Working every day for sustainability and safety

In everything we do, we work every day to build more sustainable infrastructure and ensure the safety of its users. We contribute to the preservation of the local environment by helping reduce the need for demolition and reconstruction in favour of an approach focused on extending the lifespan of assets.

These missions are delivered through our expertise:

- Specialised engineering to safeguard and optimise operations
- Instrumentation and monitoring solutions for soil, assets and the environment
- Digital business solutions to enhance the value of infrastructure and its lifecycle

Our actions in the field

DEVOTING

our expertise to climate change adaptation



50,000

public housing apartments

benefited from a Resilience Performance Diagnostic for CDC Habitat (France)

SECURING

engineering structures after natural disasters

At the end of 2020, Storm Alex isolated several areas, including the Upper Roya Valley in south-east France. Floods and landslides cast a tragic shadow over the region and damaged engineering assets, including a viaduct used by a regional railway for a "lifeline", as the French national railway company calls it, connecting the Roya Valley to the city of Nice. Sixense Monitoring reacted on an emergency basis, along with rescue services, to install Cyclops motorised theodolites to ensure the safety of those repairing the viaduct and securing the structure and its surroundings while the train continued to roll



measurements were reviewed in real time to authorise the train's passage.

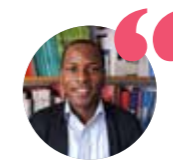
over the bridge. For the first few weeks, the train was the only means of access to the upper valley other than a helicopter, and Sixense's



Through Resalliance, our design office specialised in climate change adaptation, we are involved in various climate change adaptation projects and missions around the world. In France, for example, we have developed a modelling tool and consulting services to identify vulnerabilities to

climate hazards in social housing. A multidisciplinary and systemic study carried out by Resalliance fed into a Resilience Performance Diagnostic tool used by CDC Habitat as well as *Action Logement* (a French public housing organisation) to better anticipate and manage needed investments to improve the quality of life and safety of tenants.

Preserving territories to serve the people



The OSS Saint-Louis project brought together a multidisciplinary team of researchers from the University of Rouen in France, the Amadou Mahtar Mbow University in Senegal and a project team from the Resalliance design office. Saint-Louis, a coastal city in Senegal known for its cultural heritage faces many problems related to climate change (erosion, strong swells, increased storms, flooding). We developed a model to produce vulnerability maps for local decision-makers to better understand how the area could evolve by 2100. This result was obtained by analysing and cross-referencing several data sources (topographic, cartographic, satellite or even socio-economic simulations) and by conducting field surveys with local stakeholders. The aim was to better understand their priorities, problems and risk perceptions and to integrate them into the vulnerability analysis.

Philippe Sohounou - Project Manager and Head of the Critical Infrastructures Business Line - Resalliance

SAFEGUARDING cultural heritage



El Carmen station, located in the city of Murcia in south-east Spain, is steeped in history. It was built in 1863. After a series of twists and turns in the project to move the station underground, the building was preserved while the Madrid-Levant high-speed line was developed to open up the region. Our employees based in Murcia are proud to have taken part in this project combining urban development and cultural heritage conservation, by installing sensors to measure and monitor the station and its infrastructure.

Cultivating trustworthy relationships with customers and partners

Listening and co-creating

Our ambition is to create long-term value for our customers and partners through a collaborative approach. In this manner, Sixense focuses on understanding customer and partner needs, current and future, while anticipating market trends.

A constructive relationship based on listening to customers and partners is a key factor in Sixense's growth.

By assessing customer satisfaction and proposing value-added offers

We strive to continuously improve our customer satisfaction evaluation models by implementing:

- Customer satisfaction assessment tools
- Best practices and golden rules
- Customer feedback in our quality processes

We also focus on developing environmental and social value-added services for customers.

Our actions in the field

MAKING customers become partners

At Sixense Monitoring, we have integrated customer satisfaction feedback into our commercial processes for many years: before, during or at the end of projects. We send satisfaction questionnaires to our customers, including a series of commercial, operational, and image perception questions about Sixense. We achieve, on average, a 30% response rate and automatically contact any customer who scores less than 7/10 on any question.

We aim for an average score of 9/10 or higher by better educating customers on our processes and monitoring results.



Earning our customers' trust thanks to our know-how

“ The reliability of the monitoring system and high availability of data allowed us to gain a perfect understanding of the impact of the work in progress to ensure the integrity of the assets, the safety of the surroundings, and rapid water replenishment when containment plans needed to be put in place. I recommend Sixense Monitoring for their technical qualities and the seriousness they have shown at all stages of the project.

Thierry Laprée - Head of the Hydraulic Network and Works - Eau de Paris

WATCHING for customer satisfaction around the world



Every December, our office in Bucharest, Romania collects and analyses the results of customer satisfaction questionnaires. This is obviously a requirement of our ISO 9001 certification, but above all, it is a way of ensuring that we are properly meeting customers' expectations. With a satisfaction rate in 2022 of 96% in Romania, we have no choice but to remain exemplary.

DEVELOPPING long-term relationships through MSAs (Master Service Agreements)



In the United States we have entered into master service agreements (MSA) with customers and some subcontractors. These MSAs have the advantage of defining the characteristics of a future business relationship before it is contracted and are, therefore, vectors for reliable and lasting partnerships.

Building lasting relationships with stakeholders

Engaging in a dialogue with stakeholders

At Sixense, we are convinced that dialogue with all stakeholders involved in our projects, or more broadly in our industry, is a key driver for value creation.

We are committed to listening and consulting with local stakeholders of our projects: residents, elected officials, local associations, and communities. Aware of the role we can play in the development and future of our industry, we also maintain collaborative partnerships with trade unions and professional organisations. This way, we participate in the transformation of our trades and their adaptation to the challenges of tomorrow's world.

Through a systematic and structured approach embedded in our projects

We engage in a dialogue with stakeholders:

- In the way we manage our sites and operations
- By training our local teams on how to deal with stakeholders
- By supporting customer communications for communities impacted by our projects through public information meetings or postings, for instance
- By taking an active role in establishing industry norms and standards through our membership in multiple professional organisations, presentations at conferences, white paper publications, etc.

Our actions in the field

WORKING TOGETHER with institutional stakeholders

45 000 bridges
listed and inspected with Cerema
(French Centre for studies and expertise on risks, environment, mobility and planning)

CONTRIBUTING to research and higher education

Universities are key stakeholders with whom we work to share knowledge. Some of our employees, such as Dr Zhangwei Ning in the US, regularly speak at universities.

Pascale Dumez, Deputy General Manager of Sixense and General Manager of Sixense Engineering, is the President of IMG (the Civil Engineering Maintenance Institute). In collaboration with the Cerema (French centre for studies and expertise on risks, environment, mobility and planning), the IMG is taking an active role in the development of professional standards and guidelines. This involvement allows us to better understand the needs of the various regions in France and how our industry can answer these needs. France has a prominent civil engineering heritage and faces growing challenges related to the age of that infrastructure. In small towns with fewer than 10,000 inhabitants, bridges were neither listed nor inspected. With Cerema, we proposed the idea of developing a health card for bridges and participated in inventorying and inspecting them.



“ Dr Ning's expertise was highly appreciated during the two lectures on slope stability, embankment and landslide monitoring that he gave to our graduate students. His contributions and expert opinions in research publications with our graduate students. His contributions and expert opinions in research publications, such as the ASCE (American Society of Civil Engineers) publication on remote sensing for monitoring embankments, dams and slopes, are very useful to the profession.

Ben Leschinsky, Associate Professor, Oregon State University

CREATING partnerships for resilience in Romania



Since April 2022, we have been a partner of the Euro-Atlantic Centre for Resilience (E-ARC). This centre provides research and expertise in the field of resilience to strengthen Romania's security in cooperation with its partners in the European Union and NATO. Our Resallience design office has trained E-ARC teams on infrastructure resilience, impact assessment and climate change adaptation. Our partnership was cemented in September 2022 with the joint preparation and broadcast of a webinar on infrastructure and energy resilience in the face of climate change.

OFFERING educational opportunities for residents

The new metro line construction under Porto's historic city centre began in 2021 and is due for completion in 2024. Sixense's local teams were asked to place sensors to monitor the stability of the above-ground infrastructure. As part of this mission, our teams are in contact with numerous stakeholders directly impacted by the project, such as heritage building authorities, school directors and residents. During each intervention, our teams raise awareness about role of the installed equipment and about Sixense's mission to help protect the local population.



Social Human Societal

We are committed to putting people at the heart of what we do by ensuring the safety, health, and well-being of each of our employees. We want to offer them an environment that is conducive to their personal and professional development, an environment in which everyone can express their civic engagement.

commitment #4

Ensuring the safety of all our employees in the workplace

Aiming for zero accidents

As people are our most important asset, safety is a priority. It is the foundation of all our projects and a fundamental principle of their execution. Our safety approach is implemented at all levels of the organisation. The personal commitment of each employee to respect collective health and safety rules allow us to make continuous progress towards excellence.

Our absolute priority is to reach "zero accidents". Ensuring the safety of all our employees is a genuine opportunity to develop performance. There are many human and financial issues associated with safety policies. Thus, our ambition is to always guarantee the physical integrity and safety of all our employees in their workplace.

A proactive approach

Safety is everyone's business! At Sixense, this is much more than just a slogan, it is a commitment that we live by every day. Our proactive approach to making this commitment a reality relies on:

- A strategy and action plan on safety, health, and the quality of life at work
- A dedicated organisation for effective implementation of safety protocols
- Risk analysis for all work sites and operations
- Raising the awareness of personnel in the field about safety rules and accident prevention and training them accordingly
- Developing a comprehensive workplace accident dashboard, involving all stakeholders on our projects.

Our actions in the field

MAKING Safety part of everyday life

Every year we organise *Safety Days*, a week dedicated to safety in the workplace. This is an opportunity for our teams to look deeper into this fundamental element of our activity. In 2023, we focused on "prestart meetings" and the management of unexpected changes. Prestart meetings are collaborative meetings carried out in the field at the beginning of each day or the start of each mission, focused on risk prevention and safety. Unexpected change can occur during any mission, such as a change of team or a choice of a new off-loading location. These changes are very often risk factors if the teams are not prepared for them. In 2023, the *Safety Days* program included a challenge for teams around the world to create the best short video illustrating how they organise prestart meetings.

 200+ safety visits on work sites by Sixense Engineering in 2023

Safety first



In Morocco, we have made safety a priority. For the past 3 years, every new employee has started with around ten days of safety training. To work on a site, they must show that they have fully integrated Sixense Morocco's safety rules and understood how personal protective equipment are used and under which conditions. This approach is very fruitful. People feel valued because they realise that the most important thing is their own safety. This is an undeniable advantage for our clients.

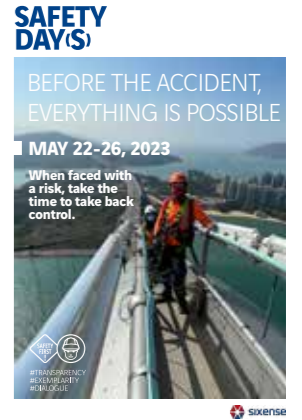
Yassine Mounad - Head of Development and Operations - Sixense Morocco

PREVENTING all types of risk in our business units



Some of our employees work in high-risk jobs. In 2020, Sixense acquired Helimap, a Swiss company providing data acquisition and processing services using helicopters and ULMs. Sixense Helimap employees received very structured safety training, focused on the fundamentals of a good mission preparation and its application in real conditions. They were also trained in first aid. The main focus in Sixense activities is to anticipate and prevent all types of risks.

 2164 hours of safety training at Sixense Monitoring in 2023



Ensuring the health and well-being of all our employees at work

Providing a caring and flexible work environment

Promoting the health and well-being of our employees at work is part of how we foster the cohesion, motivation and efficiency of our teams. Our aim is to provide a work environment conducive to the development of every individual, while ensuring good work-life balance.

Through listening, raising awareness and taking action

At Sixense, our policy on the quality of working life (QWL) is supported by:

- A biennial satisfaction survey followed by action plans specific to each business unit
- Ergonomic analysis
- Measures to prevent psychosocial risks
- Providing our employees with e-learning tools dedicated to QWL
- Sharing and promoting good practices implemented in our business units

Our actions in the field

EDUCATING during QWL week

Every year, during the **Quality of Working Life (QWL) week**, Sixense Engineering employees are given the opportunity to attend conferences and webinars online or in replay and to access resources related to QWL. In 2022, the main theme proposed by Trajeo'h, a VINCI advisory organisation on disability,

was "Reconciling professional and personal life. How to find balance?". This initiative allowed employees to learn about and discuss topics such as "Career and parenthood", "How to clarify priorities between time and space management" or "As a family caretaker, how to organise yourself with your employer?"



REDUCING arduousness through innovative solutions

The Sixense Monitoring teams install **sensors and take measurements in conditions that are not always straightforward**, in all weather conditions, in challenging construction environments or on difficult to access structural elements. NDT investigations (non-destructive testing) on bridges require us to work on the underside, with arms raised to polish and measure the condition of prestress cables. To reduce physical strain and musculoskeletal disorders (MSDs), we chose a lightweight compact exoskeleton that enabled us to keep our arms at shoulder height effortlessly, yielding better quality measurement. Workers are much more comfortable and have far less fatigue.

ORGANISING mental health and well-being training in the UK

At Sixense UK, the **mental health and well-being of our employees is a priority**. To this end, we organise employee training in order to:

- Provide information on mental health topics
- Fight prejudice
- Help employees pay attention to their own mental health and well-being
- Develop their self-confidence to support colleagues who may be dealing with mental health issues

This training, which is very appreciated by our employees, enables them to learn how to spot signs of possible mental health issues and promote good practices for supporting people in distress.

Yoga at the office



Every Wednesday, employees in our Barcelona office can take a yoga class in the open space. This was done simply and informally. We find ourselves, men and women, on

the same level, stretching on our floor mat. No more hierarchy! It's a valued moment. Even visitors from the group passing through Barcelona participate. And to make it fair, we have set up a co-financing system. Participants pay a small contribution to each class.

Blanca Payas - Managing Director - Sixense Iberia



1 hour of yoga per week for 50% of employees in our Barcelona office

STRENGTHENING cohesion by participating in a reforestation project involving families

In 2022, the Sixense Mexico team met in **Acopilco**, in the west of Mexico city, for a friendly and meaningful initiative: participate in local reforestation by planting about fifty pine trees that are indigenous to the region. This initiative also provided an opportunity for employees to get to know and interact with each other's families and share an experience around community service, which strengthened cohesion.

Ensuring equality and improving gender representation

Developing professional equality at all levels of the hierarchy

Convinced that skills and values have no gender, our ambition is to deconstruct stereotypes, continue the feminisation of our profession and develop our work organisations to improve professional equality between women and men. To support the sustainable transformation of our industry and broaden the horizons of our current and future female employees, we are committed to diversifying our talent pool and promoting women at all levels.

By promoting gender representation in our profession internally and among younger generations

On our own, as well as through VINCI Diversity Plan, we aim to:

- Promote the feminisation of our profession internally and among younger generations by visiting them at school
- Support the development of women's careers at Sixense
- Ensure that all our teams benefit from equal access to training and opportunities

Our actions in the field

TRANSMITTING passion and inspiring vocation among young women



interventions

carried out by our French business units to raise awareness among more than 300 young women in France since 2021

Testifying to inspire young women to pursue technical careers



For the last 4 years, I have been working as a mentor in schools as part of the "Elles bougent pour l'orientation" day. This event aims to promote engineering and technical professions to girls in middle school and high school from mainland France and its overseas territories. It is an opportunity for me to share my journey and experiences with students, answer their questions about science and technology careers, and encourage them along the way.

Anaëlle Leleu - Operations Manager, Deputy Managing Director - Sixense Monitoring



We are a partner of the *Elles Bougent* association whose main objective is to promote diversity in technical and industrial sectors through the testimonies of mentors or sponsors for middle school, high school or university students. Across our French business units, 4 mentors and 6 sponsors are involved in this program. Sixense Monitoring has been active with the association for 6 years. Our goal is to encourage as many vocations as possible for female technicians and engineers. As part of Smart City Week, we welcome schoolgirls and female students to our sites. This was done in 2021 on the Paris metro Line 14 work site and on the work site of Line 18 in 2023. We also participated in the Innovatech Challenge, a major 100% female competition around entrepreneurship and technology innovation for high school girls and students who work in teams with their mentors.



BENEFITING

from the experience and support of other managers

VINCI Group has set up an internal mentoring programme for female managers taking on new responsibilities. This allows them to benefit from the support of an experienced manager who can listen and guide them. In 2022 and 2023, both Pascale Dumez, Sixense Engineering GM, and Frédéric Delrieu, Sixense Digital GM, supported female managers from sister companies.

GOING

beyond legal obligations for maternity and paternity leave

In the United States, we have implemented an advantageous and equitable policy for all employees who can take between 3 and 14 weeks of paid leave, depending on their parental status. There is no US federal law requiring paid parental leave, although some states have enacted such legislation. In this context, Sixense's initiative is a concrete example of how we promote equality within our company.

Developing sustainable career paths for all our employees

Fostering the development of our employees

The men and women working at Sixense are the main asset of our company. This is why our ambition is to offer professional career paths adapted to each person's development goals, fostering self-confidence, autonomy and responsibility. Employee development, a critical element to build loyalty and attract talent, is at the core of our global performance and is a key lever for Sixense's growth and competitiveness.

By providing long-term support for employee skill development

As we listen to each employee, who may have unique expectations and goals, we prioritise:

- Supporting our employees in their objectives to grow within Sixense or VINCI Group
- Setting-up and monitoring training plans tailored to their needs
- Implementing qualification and certification training
- In-house managerial training
- Leadership development for managers through personalised coaching

Our actions in the field

Supporting international mobility



I started at Sixense in May 2018 as an instrumentation engineer on a small site to learn the job, and then had the opportunity to work on a larger site. I was not planning on leaving France, but I took advantage of a mobility opportunity in Portugal that was offered to me at the end of my maternity leave. Since March 2023, I have been working with the Sixense Iberia teams on the construction of a metro line in Porto. This mobility happened very quickly. The company helped me find an accommodation and with the administrative procedures. This mobility is a great professional challenge, I had to adapt to new ways of working, I already spoke Portuguese, but for my family and I, it is an opportunity to discover a new country, a new culture. I have no regrets!

Leticia Barrere - Instrumentation Engineer - Sixense Iberia



57 employees (men and women) have benefited from mobility within the Sixense Group between 2021 and 2022



Adapting career development to each person's profile



I started my career in acoustics in 2001 as a technician intern. After 6 years I moved to a senior position as acoustic engineer and then project manager at Soldata Acoustic, which has since become the Environment division of Sixense Engineering. My job has changed a lot in 20 years. When I started, I was in a very operational position, travelling regularly to the field to take measurements and then doing calculations and study reports in the office. Today I work on measurement techniques, their development and data management. I am involved in monitoring technologies, research and development, and building partnerships to come up with new measurement solutions for our customers. One of my goals was to grow in my position. I have been able to manage projects and travel abroad, notably in the UK, to implement our acoustic measurement solutions. Opportunities have emerged throughout my career, and I was able to take advantage of them. I see myself as a technical expert and a mentor for young people. I want to pass on my knowledge, help them grow and give them the chance to meet people who have taught me a lot throughout my career.

Christophe Mirabel - Acoustician, Head of metrological resources - Sixense Engineering

Welcoming interns and young people on International Volunteering in Company programmes (VIE)



At Sixense Monitoring, projects can change quite quickly over time depending on public tenders in the region. I was hired after my final internship and then had the opportunity to embark on a VIE programme (International Volunteering in Company) in Hong Kong. At the end of my VIE, there was a critical need for data managers in the US, so I asked to join the North American teams. The mobility was very easy, it was very fluid and natural. When I arrived in the United States, I was able to benefit from logistical support from Sixense.

Lancelot Mahé - Instrumentation Engineer - Sixense USA

Tackling all forms of discrimination and promoting inclusion

Acting on all levels for more diversity

Mirroring the society in which we operate, our ambition is to act on all fronts to enhance diversity in our organisations and combat all forms of discrimination.

We strive to turn every Sixense employee, everywhere in the world, into an agent against discrimination. Our ambition is to contribute to a long-term change in mentalities so that everyone can find their place in society.

By raising awareness and implementing non-discriminatory procedures

To promote inclusion and prevent discrimination (gender, age, disability, origin, sexual orientation, etc.), we rely on:

- The implementation of non-discriminatory human resource processes (recruitment, training, promotion, mobility, remuneration, etc.)
- Raising awareness about anti-discrimination and inclusion practices among our employees
- Organising dedicated events
- Training our managers in anti-discrimination practices and promoting equal opportunities

Our actions in the field

Supporting our employees with disabilities



A keen sportsman, after an accident that left me a paraplegic, I rediscovered board sports through Para Surfing. I then joined the French team and won the title of Vice World Champion in my category in 2022.

Before my accident, I lived and worked in the Paris region. Since then, I have wanted to return to my home region, near Montpellier in the south of France, and I have had to work part-time for medical reasons. I was lucky enough to have the support of the management of Sixense, who allowed me to change my contract to part-time and relocate to Montpellier. This new rhythm of life near the sea allowed me to reconcile sport with my professional and personal life.

Guillaume Colin - Project Manager - Sixense necs

FOSTERING diversity of our teams in the United Kingdom

We make sure we always hire the best person for the job, regardless of their background, gender or religion. In the UK, we have 10 different nationalities out of around 60 employees, and we are proud of the diversity of our workforce and the benefits that this mix of experience and ideas brings to the company. As part of the HS2 project, the high-speed rail link between London and Birmingham, we are encouraged to attend diversity and inclusion training and awareness sessions organised by the *Supply Chain Sustainability School*, an initiative set up by the UK construction industry. This helps us to further understand the advantages of working in a diverse team and to make Sixense a welcoming place to work for people of all backgrounds.



OFFERING "integration" labour contracts leading to permanent employment opportunities

In France, we work on projects that include contractual "integration" labour clauses.

This legal obligation, part of the French Public Procurement Code, requires contractors to provision a certain number of working hours for people who have challenges entering the labour market. Our goal at Sixense Monitoring is to offer people who benefit from such contracts a long-term position following their "integration" contract.



50% of employees joining under "integration labour contracts" are hired at Sixense Monitoring



I grew up and studied in Mauritania, where I trained as an accountant. At the end of 2019, I started working for Sixense as an authorisation manager on the Greater Paris project, first on an interim basis and then on a permanent construction site contract. I wanted to find out what was done on construction sites, and I wanted to be trained as a technician. I had never drilled or screwed before. I was trained by my colleagues Laetitia, Sébastien and my current manager, Hassan. They taught me and helped me a lot. Hassan trusts me and I am grateful. I now have a permanent contract and I work on the Line 18 site of the Grand Paris Express project. Sixense is like a family. They changed my life in France, welcomed me and opened all the doors for me. I would like to continue to develop in the field of topography, to better master surveying and data processing.

Djibril Dia - Instrumentation Technician - Sixense Monitoring

Encouraging civic engagement of our employees

Encouraging volunteer activities

As our employees are all stakeholders of our society, we have a responsibility to support and encourage their civic engagement.

The commitments of Sixense and its business units go hand in hand with employee engagement in solidarity and citizenship-based initiatives, notably through sponsorship. We also encourage employee civic engagement through local actions and the VINCI Foundation.

With the support of local associations and the VINCI Foundation

The civic engagement of our employees is most meaningful when it is based on local structures that understand local needs. To promote civic engagement, we rely on:

- Promoting the VINCI Foundation among our employees
- Supporting solidarity initiatives
- Sharing good practices
- Organising events with local charities

Our actions in the field

ACTING together to collect waste and protect the oceans

 400+ kg of waste collected by our teams on beaches and inland by 2022



In 2022, Sixense employees in France, United-States, Canada and the Middle East took part in the *Project Rescue Ocean* waste collection challenge. Equipped with gloves and bags provided by the association, they travelled in small groups, sometimes with their families, to beaches and places near their homes to take part in a challenge lasting several months, organised by our holding company Soletanche Freyssinet and relayed by our environment teams. The *Project Rescue Ocean* association organises eco-citizen actions on beaches and inland. Its aim is simple: to raise public awareness on the state of the environment, the seas, and the oceans. *Project Rescue Ocean* is officially recognised by UNESCO World Heritage.

INVESTING in helping others

FONDATION D'ENTREPRISE VINCI POUR LA CITÉ 

It is easy for our employees to get involved in voluntary work with community associations. In France, the VINCI Foundation regularly provides information on these opportunities. This platform connects interested employees with partners who facilitate their participation in various solidarity activities, such as homework help through local associations such as *Proximité*.

TAKING part in solidarity actions during the "on-boarding day"

Every year since 2021, employees who have recently joined Sixense's French business units are invited to an "on-boarding day". The last 4 editions were held in the Parisian premises of a specialised cooking school, founded by the famous French chef Thierry Marx for people who have been excluded from the labour market, and in partnership with *La Tablée des Chefs*, an association whose mission is to combat food insecurity and raise awareness regarding food waste. During these solidarity cooking workshops, employees prepared full meals (starters, main courses and desserts), which were then distributed the same evening to people in need, in partnership with other local charity organisations in Paris.

 650 meals prepared between 2021 and 2023

Helping people find jobs by volunteering time and experience

“ When I arrived in France from Afghanistan two years ago, I didn't know anyone in the professional world, but I was looking for a work-study program for a Master in geophysics and geotechnics. Thanks to the Kodiko association, Mélodie Kivan from Sixense helped me find such work-study program. We spoke regularly and she really guided, accompanied and supported me.

In particular, she helped me improve my CV, and, above all, she shared her experience with me in a very simple way, encouraging me to keep looking for opportunities. I have almost finished my training and I am currently doing an internship in a structural design office.

Parwiz Raufi, 29 - Beneficiary of a VINCI Foundation community initiative



Environment

We are committed to integrating environmental considerations at all levels and every stage of our processes. We are committed to reducing our carbon footprint and energy consumption, implementing environmentally responsible procurement policies, and developing the circular economy to optimise our resources, reduce our waste and our digital footprint.

commitment #10

Putting the environment at the center of everything we do, at all levels of our company

Committing to build a sustainable future

Integrating environmental issues at the core of our business is critical, not only to meet sustainability requirements but also to strengthen our collective culture with regards to current environmental challenges.

By declaring that environmental awareness is a strategic element of our culture, we reinforce the role our employees can play to build a sustainable future for our activities.

By implementing a dedicated program

At Sixense, our commitment to the environment is not an empty word, and we have made it a reality thanks to:

- The launch in 2022 of our environmental action plan: the **Sixense Green Program**
- The organisation of internal events focused on raising awareness among our employees on environmental and climate issues: "Climate Fresks", webinars (digital footprint, carpooling, low-consumption equipment)
- Research and development projects geared towards new technologies that can be used with our expertise to help our customers face their environmental challenges.

Our actions in the field

RAISING awareness on the challenges of climate change



Based on scientific data from the IPCC (Intergovernmental Panel on Climate Change) reports, the *Climate Fresk* is a fun and educational workshop that teaches the basics of global warming and highlights possible solutions. Since the end of 2021, ten workshops have been organised in several of our business units, notably in France and Mexico.

HELPING our customers adapt to climate change and resilience



Our cities, territories and infrastructure must evolve to meet the challenges of resilience and climate change adaptation. With our Resallience design office, specialised in these issues, we help asset owners and managers, public authorities, construction stakeholders and investors to implement containment plans and define adaptation measures. Irrespective of the construction or land development sector or the type of infrastructure, we participate in the upstream phases of projects, as well as in the construction, renovation and operations phases.

Detecting shrink-swell clay-rich soils phenomena



As we confront the challenges posed by climate change, it becomes increasingly vital to employ innovative solutions for sustainable urban development. In the Auckland region, where climate change impacts are becoming more pronounced, a leading-edge initiative is underway: the "Prepare Auckland for Climate Change" program. At the core of this endeavour is the adoption of Satellite Interferometric Synthetic Aperture Radar (InSAR) technology for monitoring soil expansivity. The benefits extend beyond risk mitigation to encompass cost-efficiency, time savings, and a commitment to sustainable urban development. As we navigate the challenges of a changing climate, the adoption of innovative solutions like InSAR monitoring demonstrates Auckland's dedication to building a resilient and sustainable future for its community.

Eric Audigé - Managing Director - Sixense Oceania

MODELLING flood risks



In 2022, the Sixense Engineering research and development department, in collaboration with the Cerema (French Centre for studies and expertise on risks, environment, mobility and planning), developed a software solution for the rapid mapping of flooded zones during flash floods. This solution is based on the application of physical hydrodynamic models coupled with deep learning artificial intelligence algorithms. Based on rainfall in the first hours of the event and national weather forecasts for the next few hours, the CaledonIA software provides public and private authorities with an immediate response in terms of mapping water levels and potential damages. With CaledonIA, Sixense provides a breakthrough solution for effective crisis management in the event of a flash flood.



100+ projects
run by Resallience since
2019 in over 90 countries

commitment #11

Reducing our energy consumption

Participating in the reduction of greenhouse gas emissions

Reducing the carbon footprint of our activities is a major goal of our environmental action plan, the **Sixense Green Program**.

To this end, we have implemented a structured energy saving approach applicable to all our business units, which allows us to simultaneously reduce operating costs and contribute significantly to the reduction of our environmental footprint.

By adopting environmentally responsible practices


Reducing our energy consumption is achieved through multiple means:

- Adapting the operation of equipment to field conditions
- Implementing plans to reduce the use of heating and air conditioning in offices
- Installing energy saving systems in offices (automatic management of lighting and water distribution)

Our actions in the field

COMMITTING to an energy sufficiency plan

At the end of 2022, we implemented a series of measures to reduce our annual gas and electricity consumption. Some of these measures are structural or based on good practices adopted by our employees: reducing office temperatures in winter, not turning on the air conditioning below 26°C, continuing to install LED light bulbs, programming lights to switch off, systematically putting equipment such as monitors and multifunction printers on standby.

 19°C
mean temperature fixed in our offices

USING solar energy to power our equipment and reduce its energy consumption

When we install our monitoring systems on our customers' sites or buildings, it is not always easy to connect them to the power grid.

However, they need to be powered continuously to transmit measurement data. In the past, we used fuel cells. Our engineers have now implemented more economical power solutions using solar panels and a configuration tool to optimise their installation (type and inclination of the panel, characteristics of the backup battery, etc.). We have also redesigned some of our equipment configurations to make them more energy efficient. Modems consume much less energy than mini-PCs, so we replaced the latter with new solutions connected to the cloud.



Speed limit of 120 km/h on motorways



“At Sixense Monitoring we were looking for a solution to reduce our greenhouse gas emissions related to travel. We suggested to our employees that they reduce their speed on the motorway to 120 km/h (in France, the speed limit on motorways is 130 km/h) and respect the principles of eco-driving. Driving at 120 km/h reduces emissions by 12% to 15% compared to 130 km/h. We are proud that more than half of our employees have agreed to adopt this practice. The feedback has been very positive, as it has been easier to implement than expected. Moreover, employees are also applying it to their personal car journeys. We hope that others will follow, before we go to 110 km/h!”

Martin Beth - Managing Director - Sixense Monitoring

TRAINING and encouraging eco-driving



In 2022, we launched eco-driving training, which was rolled-out by several of our business units in Morocco, Australia, UK and France. This approach will be extended to other parts of our business. At Sixense Monitoring, 40%

of our employees have improved their driving style to be more fuel efficient. In the UK, 10 employees who drive company vehicles have installed the Lightfoot device, which monitors driving behaviour (speed, sudden acceleration, braking, turning, idling) and displays green, orange and red indicators to signal whether driving is appropriate. The system provides a reward and recognition system for the best drivers to motivate them. In the United States, Sixense uses fuel cards to measure the fuel consumption of its company vehicles and encourages good eco-driving practices. This approach has yield fruit: in the first three quarters of 2023, we used 1,300 litres less petrol than in the same period last year.

#12 Implementing environmentally responsible procurement policies for our equipment and services

Monitoring supplier ethics

At Sixense, we pay close attention to the ethical practices of our suppliers. We want them to contribute to a more equitable supply chain.

With such an approach, we aim to fulfill our role in reducing our environmental impact, as well as our commitment to build socially responsible partnerships.

By favouring partners that help us improve

We intend to create relationships with partners who enable us to progress, favouring those who provide us with solutions to:

- Keep your IT equipment as long as possible (more than 4 years)
- Choose reconditioned rather than new equipment
- Enable the reuse of equipment

Our actions in the field

FAVOURING the procurement of refurbished smartphones and the second-hand approach

We favour the procurement of refurbished smartphones in most of our business units. We also use a recovery service for our IT equipment. Our service provider repairs the equipment or, if it is no longer functional and cannot be repaired, ensures proper end-of-life management: data erasure, recycling of recyclable materials. Repaired equipment is resold and reused on the second-hand market.



100% of mobile phones purchased by Sixense Engineering in 2023 were refurbished

Finding compromises to optimise our consumption



A significant part of the services purchased by Sixense Helimap are helicopter flights. In collaboration with our service providers, we always seek the best possible compromise between the operational constraints of our missions (e.g. the type of terrain to be mapped), the flight performance of the aircrafts and its fuel consumption. We systematically ensure that flight times are optimised to reduce our

greenhouse gas emissions and favour service providers located close to our operations.

Julien Vallet - Director - Sixense Helimap



PARTNERING with environmentally and socially responsible service providers

In France, Sixense Monitoring and Sixense Engineering work with ELISE, a waste collection and recycling service provider that helps protect the environment while creating local and sustainable jobs.



By promoting recycling and avoiding the incineration of a large proportion of corporate waste, this service provider helps us reduce air pollution and conserve natural resources. The majority of ELISE's employees are people with disabilities or integration challenges.

#13 Reducing the carbon footprint of business travel and commute

Contributing to the fight against climate change

By implementing a policy to reduce the carbon footprint of our business travel, we contribute actively to the fight against climate change and show a commitment to sustainability.

We aim to reduce our greenhouse gas emissions to limit our impact and help protect our environment.

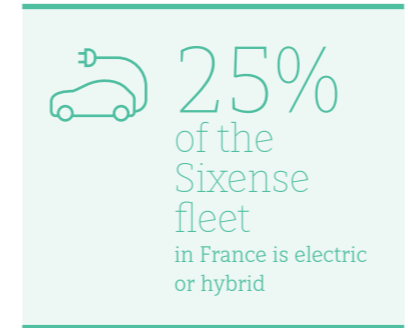
By rethinking modes of transportation

We are aware that all travel has an impact on the environment, so we are implementing different solutions:

- Switching to a fleet primarily composed of electric and hybrid vehicles
- Assessing and tracking the carbon footprint of business travel
- Promoting sustainable transportation solutions: public transportation, cycling, carpooling
- Promoting home office to reduce commuting

Our actions in the field

CONVERTING our vehicle fleets to electric



From 2022, we have a general policy of converting our service and company car fleets to electric or hybrid models.



Encouraging the use of electric company vehicles



In Sixense UK we are reducing the carbon footprint of our business journeys by advocating the use of electric vehicles. Staff requiring a company vehicle for their role are given the option to request an EV rather than an ICE vehicle and we are strongly promoting the take-up of this option with currently 70% of our company car fleet now EV.

Richard Piggini - Managing Director - Sixense UK



CHALLENGING ourselves systematically about our business trips

We ask our employees and managers to systematically ask themselves when they travel: Can the meeting be held remotely? Can a train be chosen over an airplane? The aim, of course, is to arbitrate in favour of the solution with the lowest greenhouse gas emissions.

PROMOTING carpooling and soft mobility

The calculation of our greenhouse gas emissions showed that of our three main sources of Scope 3 emissions (project equipment & materials, business travel, commuting), commuting accounted for approximately 34% of our emissions. We have, therefore, implemented several measures to reduce this carbon footprint, including the promotion of carpooling in France with the Klaxit application by BlaBlaCar Daily (at Sixense Engineering and Sixense Monitoring). We also encourage the use of soft mobility such as cycling. To this end, we share best practices on cycling safety with our employees and, in certain offices in France, we provide them with bicycles to replace cars for certain short journeys, particularly for lunch.



#14 Developing the circular economy and ensuring proper waste management

Doing better with less

We rely on the circular economy to optimise the use of natural resources. We also ensure that we manage waste from our activity efficiently and responsibly.

By promoting reduction, sorting and reuse

We implement an approach based on the following pillars of the circular economy:

- Reducing the amount of waste generated (e.g. eliminating plastic containers in favour of reusable containers such as cups, water bottles, etc.)
- Systematic use of selective sorting, collection and recycling through authorised channels
- Reuse of equipment and worksite material and donating it to universities for a second life.

re-use

Our actions in the field

REUSE of monitoring sensors

At Sixense Monitoring, we systematically reuse our monitoring sensors. At the end of a construction project where we deploy measurement systems, our sensors are recovered and sorted. Functional sensors are offered to our customers for a second life at a reduced price. The others go through an end-of-life process, i.e. collection and recycling.



85%
of our sensors
and reusable materials
are reused at least once
at Sixense Monitoring

Ensuring waste traceability



“Sixense is fully committed to the Trackdéchets service launched by the Ministry of Ecological Transition in January 2022. This digital waste management solution simplifies the tracking of waste in real time: from its production to its final disposal. It brings transparency and reliability

to the waste sector. It allows companies to have a better overview of the waste management process.

Nawal Taïb - QSE Manager - Sixense Monitoring



DONATING our equipment to high schools and universities

At Sixense Monitoring, when we replaced our topography

equipment with newer models, we took the opportunity to donate our old equipment to the Vauvenargues high school in Aix-en-Provence (southern France) for use by students preparing for a vocational baccalaureate or diploma in electronics. At Sixense USA, we have many data loggers in excellent condition, though less suitable for our current projects because they are bulky and consume a lot of power. These are intelligent data loggers used in environmental, industrial, structural, geotechnical, manufacturing and scientific applications. A new unit costs approximately \$3,500. By donating these electronic devices (three to North Carolina State University, three to Oregon State University and five to the University of California, Berkeley), we are maximising their value by supporting university projects and reducing our impact on the environment.

RECOVERING what cannot be reused



In France, we recover our hard hats thanks to a partnership with Triethic, a so-called adapted company, i.e. a company employing disabled people or people with difficulties entering the labour market. Triethic collects our hats at the end of their life (a hard hat cannot be used for more than 24 to 48 months, depending on its composition). After dismantling, the different hard hat elements are sorted according to their plastic composition (ABS, HDPE, PP, etc.), then crushed and sent to a plastics manufacturer to be transformed into everyday objects (toys, USB keys, car parts, etc.). In the UK, we use the WasteCare service for WEEE (Waste from Electrical and Electronic Equipment) and hazardous waste. A waste transfer note is issued for each WEEE disposal.

#15 Reducing our digital footprint

Being digitally responsible

Reducing our digital footprint is a central theme of our activities and part of our environmental action plan, the **Sixense Green Program**. The aim is to:

- Engage with our customers to minimise the digital footprint of our services
- Contribute to more responsible usage of digital resources
- Promote equipment lifecycle extension

Through an informed approach

As a digital player and agent of digital transformation, we are committed to:

- Measure the digital footprint of our activities
- Take action to reduce it
- Implement best practices for digital use
- Limit the carbon footprint of our IT infrastructure

Our actions in the field

PROMOTING
good practices for more responsible digital technology use

5 years
minimum duration
for use of our IT equipment

RAISING
awareness among employees on the environmental impact of digital technologies



We are using the **Digital Collage** internally at Sixense. The *Digital Collage* is a fun and collaborative half-day workshop with a pedagogy similar to the *Climate Fresk*. The aim of this serious game is to raise participants' awareness about the environmental impact of digital activities. Around fifteen of our employees were trained to host *Digital Collages* during workshops or events in several of our business units.

In France, we created posters on the golden rules of digital technology. Available on our intranet and distributed throughout our local offices, they highlight good practices for reducing our digital footprint: storing documents on SharePoint rather than as email attachments, promoting internal exchanges via Microsoft Teams, etc. Our Sixense Engineering division also provides its employees with a guide on the use of digital tools and good practices regarding internal document sharing. Since 2020, we have extended the life of our computers. Barring technical problems, PCs are now replaced after 5 years. These are key measures for responsible digital technology use. In fact, according to a study published in January 2022 by ADEME (the French Agency for Ecological Transition) and ARCEP (the French telecoms regulator), 79% of the digital carbon footprint in France comes from computer equipment and, primarily, its manufacturing.



Monitor in order to improve



“At Sixense necs, our activity is based on the use of digital technology. We have quantified our carbon footprint, and the digital share is 22% of the total footprint. This gave us a better understanding of the impact of our digital services and a solid basis for action.

As an example, we have stepped up our efforts to extend the life of our equipment: central units are systematically repaired, and spare parts are purchased to replace broken ones.

Virginie Dufour - Office Manager - Sixense necs

LIMITING
online storage with our customers

We systematically plan the archiving of unnecessary data with our customers and, at the end of the contract, the return of their data in the form of an extraction to a physical medium (USB key, external hard drive, etc.). The storage media we provide can, therefore, remain unplugged when not in use. This also allows us to limit the use of online storage over which we have no control (particularly cloud servers), although we do ask our data hosts about their carbon footprint. We try to reduce the time that data is stored by including clauses in our contracts that require archives to be deleted over time, unless the customer objects.

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