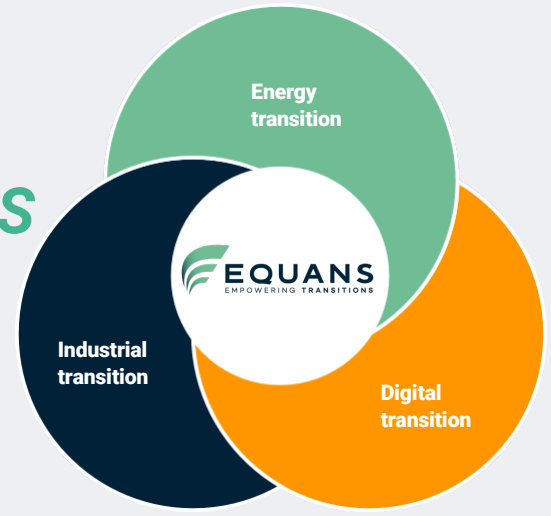


IMPACT by EQUANS

We are committed to empower the Energy, Industrial & Digital transitions.



1. WE DELIVER OPERATIONAL EXCELLENCE

- Our goal is to **be the reference company delivering best-in-class operational performance**, designing, building, maintaining or operating to create and share added value with and for our customers.
- Our success is the **long-term partnership** we build with **our clients, our partners** and our suppliers, based on **trust, respectful of our commitments**.



2. WE COMMIT TO SAFETY, ETHICS & CYBERSECURITY

- Within our **decentralized organization**, each employee is deeply committed to respect and promote at the highest level our 3 "must-have":
- Everybody to **return home safely**.
 - Lead by example **ensuring best practices in Ethics** with all our stakeholders.
 - **Cybersecurity** to protect our clients' data and ours.

3. WE IMPROVE OUR CLIENTS' ENVIRONMENTAL FOOTPRINT

We are **committed to be proactive to decarbonize our clients' operations**: decarbonized energy, cooling and heating, electrification, transport and storage of electricity and better use of this energy in buildings and infrastructures.



4. WE IMPROVE OUR OWN ENVIRONMENTAL FOOTPRINT

- **We are committed to improve our carbon, waste, water & biodiversity footprint** and those of our suppliers: offices, sites, transportation.
- We invest in innovations and technologies to drive environmental transition.

5. WE ENGAGE IN OUR COMMUNITIES DEVELOPMENT

Deeply rooted in our communities, we are a **proactive and responsible local economic actor by creating jobs and providing professional qualifications**.



6. WE PROVIDE FAIR & EQUAL OPPORTUNITIES FOR ALL

- It is our responsibility to **give everyone the same chance to express and develop their potential and talent**.
- We are proud to promote a strong culture of diversity and inclusion **at all levels of our company**.



7. WE SHARE FRUITS OF SUCCESS

- We want our employees to be proud of our achievements and to foster sense of belonging.
- **We share the fruits of our performance**, thanks to success sharing mechanisms, rewarding strong individual and team performance.

